



**R2R MISSION STATEMENT:**

**TO HELP MEMBERS OF THE RICHMOND POLICE DEPARTMENT COPE WITH THE DAILY STRESSORS ASSOCIATED WITH BEING A FIRST RESPONDER BY BRINGING AWARENESS TO THE EFFECTS OF TRAUMA EXPOSURE, EDUCATING THEM ON WAYS TO IMPROVE THEIR MENTAL AND PHYSICAL WELLBEING THROUGH SELF-CARE, AND PROVIDING ACTIVITIES TO PROMOTE RESILIENCE AND HEALTHY LIFESTYLES.**



*(Left to right) Cpt. Don Davenport, Elaine Minor, Lisa Wright, Sgt. Adrienne Gardner, Sgt. Frank Scarpa & Lt. Anthony Jackson*

## **The Richmond Police Department's Road to Resilience Project**

*by Lt. Anthony Jackson & Lisa Wright, LCSW*

The Richmond Police Department's Road to Resilience (RPD R2R) Project is a prevention effort that is dedicated to educating and supporting law enforcement officers in Richmond, Virginia. RPD R2R is led by sworn officers, a civilian employee and a community partner from Greater Richmond SCAN (Stop Child Abuse Now). RPD R2R activities include: training, dissemination of resources, resilience and wellness building activities and research. Training consists of topics related to trauma-informed practice such as trauma exposure responses, impact of trauma exposure and trauma-informed supervision. RPD R2R members support officers by providing information relevant to trauma-informed practice and sharing resources within the community. RPD R2R members are also involved in ongoing research about the impact of the work and wellness practices among officers.

RPD officers began attending the Greater Richmond Trauma-Informed Community Network (GRTICN) in early 2016. The GRTICN of Virginia is a diverse group of individuals from a variety of professions who share a commitment towards the creation of a more trauma informed and resilient community within the Greater Richmond region. There are over 400 members in the GRTICN that represent approximately 165 local agencies.

## Richmond Police Department's Road To Resilience Project

RPD R2R was created following community collaboration with trauma-informed efforts, training on vicarious and secondary trauma and a trauma assessment of two units within RPD. In October 2016, focus groups were held with the Youth and Family Crimes and Forensic Units and began to assess the understanding among officers about trauma, the impact of trauma on community members, secondary trauma and trauma-informed practice. Recommendations were developed based on focus group feedback and identified the need for training, support of officers, ongoing wellness building activities and access to resources.

RPD leadership embraced the challenge of implementing trauma-informed practice recommendations. The first eNote via e-mail in December 2016 provided information about trauma exposure and resilience building. Following this eNote, in January 2017, the RPD Wellness Project was formed and members organized a free yoga class with Humble Haven Yoga Studio.



RPD R2R Members & Humble Haven Staff

In April 2017, RPD Wellness Project members met with the Chief of RPD to pitch the idea of expanding the project to provide eNotes and wellness activities to all RPD officers. Chief Durham approved and the new initiative was officially named Richmond Police Department's Road to Resilience.

### TIMELINE OF

## RPD R2R

Richmond Police Department's Road to Resilience Project (RPD R2R)



**APRIL 2016**  
Vicarious and Secondary Trauma Training offered for RPD Officers and Commonwealth Attorneys

**DECEMBER 2016**  
First eNote sent about Trauma Exposure & Resilience Building

**APRIL 2017**  
Met with Chief Durham, expanded project department wide & officially named RPD R2R

**JUNE - AUGUST 2017**  
RPD R2R hosted wellness activities: free monthly yoga classes at HHY Studio, trail runs & made stress balls

**DECEMBER 2017**  
Trauma & Resilience Basics Train the Trainer (12 RPD Officers attended) & Initial research survey distributed to RPD officers

**SEPT-OCT 2018**  
RPD R2R Trainers provided training for approx 350 RPD Officers during in-service trainings

**APRIL 2019**  
Presentation on RPD R2R at the Virginia Summit on Childhood Trauma & Resilience

**MARCH 2016**  
RPD Officers joined the Legal and Courts Committee of the Greater Richmond Trauma-Informed Community Network (GRTICN)

**OCTOBER 2016**  
Focus groups held with Youth and Family Crimes & Forensic Units

**JANUARY 2017**  
Initiated RPD Wellness Project & held first free yoga class at Humble Haven Yoga Studio (HHY)

**MAY 2017**  
Completed Dave's Break Room, created RPD R2R video, shared video at all roll calls & established partnership with VCU School of Social Work to begin research study

**SEPT - OCT 2017**  
RPD R2R members presented at the Virginia Correctional Association Training Institute & GRTICN Members trained 300 RPD officers on Introduction to Trauma and Resilience

**MARCH-APRIL 2018**  
Initiated training of recruits, continued in service trainings & presented survey results to RPD Command Staff and department wide

**NOVEMBER 2018**  
Established partnership with University of Pittsburgh School of Social Work to continue research

**MAY-JUNE 2019**  
Second research survey distributed at all roll calls and began pilot of Red+Blue app



## Richmond Police Department's Road To Resilience Project

RPD R2R members assisted with filming a short video about the project that was shared with all RPD employees.

Additionally, the committee applied for and received a mini grant to fund a break room in the Youth and Family Crimes office. The break room was set up in May 2017 and provides sensory items to allow for officers to choose from a variety of ways to relieve stress.



*Dave's Break Room - dedicated to Dave Melvin*

In the fall of 2017, RPD R2R members collaborated with the GRTICN Training Committee to provide trainings for officers on the Introduction to Trauma and Resilience. Approximately 300 officers attended in-service trainings. In December 2017, twelve RPD R2R members participated in a Trauma & Resilience Basics Train the Trainer workshop. RPD R2R trainers worked to modify this training and created a curriculum tailored for law enforcement officers. The training is entitled "Surviving and Thriving: Stress, Trauma and Resilience." This training includes the following topics: an overview of RPD R2R, stress and the impact of stress, trauma and the impact of trauma exposure, resilience and wellness strategies.



*RPD Recruit Class*

In April 2018, RPD R2R trainers initiated training of recruits and continued facilitating in-service trainings. There were approximately 350 recruits and officers who attended these trainings. This training has provided officers with a basic understanding of trauma and resilience, created a common trauma-informed language and begun a culture shift where talking about the impact of the work has become more and more acceptable.

In May 2017, RPD R2R and the Virginia Commonwealth University School of Social Work (VCU SSW) partnered to establish a survey to measure how often police officers were being exposed to certain events, the officers' response to trauma and positive coping mechanisms being utilized by officers. The results showed that officers were often exposed to potentially traumatic events, to include domestic disputes, aggressive crowds, armed individuals and homicides. The most common trauma response listed by the respondents was hypervigilance. Even though the officers were exposed to a high amount of trauma, they also reported high levels of resilience, with most reporting higher levels of resilience than trauma responses.



### RPD Initial Survey Results

In November 2018, RPD R2R began working with the University of Pittsburgh School of Social Work to develop a second survey that would expand upon the initial survey. This survey was conducted in the spring of 2019. Results will inform the ongoing work of the RPD R2R Project.

## Richmond Police Department's Road To Resilience Project

In July 2018, RPD R2R was approached by the Northwestern University Kellogg School of Management to assist with the creation of the Red+Blue app. The purpose of the app is to provide resources to first responders to help promote resiliency and assist with mental health. The app will be a one-stop shop for officers, providing resources such as activities and exercises they can do to regulate their minds and bodies along with contact information for various mental health organizations. While the app will have things that can be used by any agency, it will have sections that are tailored to RPD. RPD is one of two police departments in the nation to pilot the app.

In addition, RPD R2R members presented about the R2R project in public venues. In October 2018, RPD R2R members provided training at the Virginia Correctional Association Training Institute that provided an overview of the R2R project and an abbreviated version of the Surviving and Thriving: Stress, Trauma, and Resilience training. In April 2019, R2R members presented at the Virginia Summit on Childhood Trauma & Resilience about the RPD R2R Project. Both presentations were very well received by participants.

Future goals for the RPD R2R project include: provide training for new recruit classes, disseminate quarterly eNote to share resources and training opportunities, host wellness activities, review research data to determine needs, create additional goals based on research results and continue to participate in ongoing collaboration with community partners and other local police departments in the GRTICN Legal and Court Committee.

### RPD:R2R COMMITTEE MEMBERS:

**Detective Ryan Bailey**  
**Captain Don Davenport**  
**Officer Farrhard El-Amin**  
**Sergeant Adrienne Gardner**  
**Detective Mary Gary-Ford**  
**Lieutenant Anthony Jackson**  
**Elaine Minor**  
**Captain Dan Minton**  
**Lieutenant David Naoroz**  
**Sergeant Anthony Paciello**  
**Officer Monica Powell**  
**Sergeant Frank Scarpa**  
**Officer Cindy Weaver**  
**Lisa Wright**

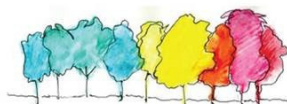
### SPECIAL THANKS TO:

**Former RPD Chief Alfred Durham** who supported RPD R2R and joined in the vision of creating a healthy and happy workforce within RPD and to **RPD Chief William Smith** for allowing our efforts to continue

**Humble Haven Yoga Studio** for donating classes to RPD and supporting our mission

**Dr. Betsy Farmer**, Dean of the School of Social Work for Pittsburgh University who has devoted time and expertise to helping with our research of RPD R2R

**Altria** for help with Dave's Break Room and appreciating the need for officers to have a space to build resilience



Greater Richmond  
Trauma-Informed Community Network

