Join Pacific University in a unique training & research collaboration that translates the science of resiliency into an 8 week, skill-building training for police officers using principles of mindfulness. Learn skills that cultivate & sustain the emotional intelligence necessary for optimum performance. A deep exploration into the discipline of awareness as it relates to resiliency, warrior ethos, & community building. With a focus on mindfulness, explore new levels of potential toward self-awareness, attunement to others, compassion, wisdom & peak performance. Officers will learn evidence-based skills that when cultivated can change their relationship with stress, enhance resiliency, & improve performance under stress.

**When:** Winter and Fall 2016. First cohorts begin in February 2016.

**Where:** Portland & Hillsboro, Pacific University Clinics

**Cost:** FREE – Funded by a grant from the National Institutes of Health
Class Title: Mindfulness Based Resilience Training (MBRT)
A research & training collaborative for Police Officers

Target Audience: Sworn Law Enforcement Officers

Sponsors: National Institutes of Health
Pacific University, Graduate School of Professional Psychology
The Stress Reduction Clinic
Hillsboro Police Department

When: Officers will be randomized into either February or October cohort.
February:
Hillsboro cohort- Tuesdays 1330 to 1530hrs 2/16 – 4/5
Portland cohort- Thursdays 1330 to 1530hrs 2/18 – 4/7
(All day retreat on March 22 or March 24)
October:
Hillsboro cohort- Tuesdays 1330 to 1530hrs 10/11 – 11/29
Portland cohort- Thursdays 1330 to 1530hrs 10/13 – 12/1
(All day retreat on November 15 or November 17)

Registration Deadline: February 9, 2015

Contact: Richard Goerling (course content) rgoerling@pacificu.edu; 503.502.0661

Where: Pacific University: Portland Clinic 1411 SW Morrison St, Portland
Pacific University: Hillsboro Clinic 222 SE 8th Avenue, Hillsboro

Cost: FREE, Funded by National Institutes of Health

Instructors: Mr. Brant Rogers, Certified MBSR Teacher, Registered Yoga Teacher
Richard Goerling, Police Lieutenant

Overview: A deep exploration into the discipline of awareness as it relates to resiliency, warrior ethos, & community building. With a focus on mindfulness, explore new levels of potential toward self-awareness, attunement to others, compassion, wisdom, & peak performance. These skills can be translated to the workplace & home, resourcing officers with sustainable resilience.

Prerequisites: Willingness to participate in research & be randomly assigned to February or October training cohort. No previous MBRT or MBSR training.

Registration: 971.470.9272 or mbrt@pacificu.edu
TRAINING TO THRIVE
A deep exploration into the discipline of awareness as it relates to resiliency, compassion, warrior ethos, and community building. With a focus on mindfulness skill building, this course will train officers to explore new levels of their potential toward self-awareness, attunement to others, compassion, wisdom and peak performance. These skills and new potentials can be translated to the workplace and home life, resourcing the responder to meet the stressors of the profession and learn to thrive throughout the arch of their career.

THE SCIENCE BEHIND THE TRAINING
The University of California at Berkeley’s Greater Good Science Center (GGSC) defines mindfulness as maintaining a moment-by-moment awareness of our thoughts, feelings, bodily sensations, and surrounding environment. Further, GGSC writes:

- **Mindfulness is good for our bodies:** A seminal study found that, after just eight weeks of training, practicing mindfulness meditation boosts our immune system’s ability to fight off illness.
- **Mindfulness is good for our minds:** Several studies have found that mindfulness increases positive emotions while reducing negative emotions and stress.
- **Mindfulness changes our brains:** Research has found that it increases the density of gray matter in brain regions linked to learning, memory, emotion regulation, and empathy.
- **Mindfulness helps us focus:** Studies suggest that mindfulness helps us tune out distractions and improves our memory and attention skills.
- **Mindfulness fosters compassion & altruism:** Research suggests mindfulness training makes us more likely to help someone in need and increases activity in neural networks involved in understanding the suffering of others and regulating emotions.
- **Mindfulness enhances relationships:** Research suggests mindfulness training makes couples more satisfied with their relationship, makes each partner feel more optimistic and relaxed, and makes them feel more accepting of and closer to one another.
- **Mindfulness helps veterans:** Studies suggest it can reduce the symptoms of Post Traumatic Stress Disorder (PTSD) in the aftermath of war.
- **Mindfulness fights obesity:** Practicing “mindful eating” encourages healthier eating habits, helps people lose weight, and helps them savor the food they do eat.

Practically, mindfulness is a set of skills that allow officers to cultivate the awareness disciplines; awareness of self, others, and the environment. This is beyond situational awareness as it adds a deep dimension of self that enhances the elements of human performance in the policing landscape. The body of scientific evidence suggests that mindfulness strengthens key social and emotional skills, cognitive performance under stress, and resiliency.

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1 See [http://greatergood.berkeley.edu/topic/mindfulness/definition](http://greatergood.berkeley.edu/topic/mindfulness/definition) for further on GGSC.
RESEARCH

Participation in Scientific Research: This offering of training is centered upon the agreement of the individual officer to participate our research study.

Training Model: Mindfulness Based Resilience Training is a result of years of translating existing mindfulness training models to police culture. Developed by the instructors and researchers, this training is culturally relevant to officers. This training is delivered over eight weeks, with officers attending formal class once each week for a 2 hours. The week-seven class is a 4 hour practicum. Officers will gain deep experiential training and opportunities to apply skill learned in real-time. This model is based upon the Mindfulness Based Stress Reduction (MBSR) training developed by Jon Kabat-Zinn at the University of Massachusetts Medical School. ²

Research Model and Focus: In this study, we will be assessing mental health and stress levels of participants. We will also be assessing law-enforcement decision-making as it relates to unconscious bias.

A note about decision-making research: The contents of our unconscious mind are involuntarily and unintentionally impacted by many inputs; this includes but isn’t limited to our interactions with other people, stories from others about their experiences, our social networks, social media, TV shows, movies, and the news. The associations we all hold in our unconscious mind can impact the decisions we make without our awareness; especially decisions we make very quickly (without conscious deliberation). In this study, we are examining these unconscious associations by using a task developed by psychologists that simulates law-enforcement decision-making. Our research is scientific and apolitical; we are striving to find ways to enhance the sense-making and decision-making of police officers under acute stressors. The intent of this study is guided with the leadership of a police lieutenant who has dedicated more than a decade to understanding operational and organizational stress in policing, and who has worked to develop evidence-based interventions to enhance police officer resiliency.

Research Team: Michael Christopher, PhD and Matthew Hunsinger, PhD are the principal investigators for this study. Sarah Bowen, PhD, Mark Johnson, PhD, Brant Rogers, M.S. and Richard Goerling, MBA will support as co-investigators. Geoffrey Alpert, PhD Professor of Criminal Justice at University of South Carolina and Cynthia Gross, PhD Professor of Biostatistics at the

² See http://www.umassmed.edu/cfm/ for further information on MBSR.
University of Minnesota will serve as consultants. Additionally, a carefully selected team of graduate students will serve as research assistants. Their bios are available at the project website³.

**NIH Certificate of Confidentiality:** The National Institutes of Health issued a Confidentiality Certificate for this study. This Certificate protects the privacy of each officer participating in this study under the authority of section 301(d) of the Public Health Service Act, 42 U.S.C. 241(d). Specifically, this Certificate specifies that privacy information (name, contact information) of participants will at no time be linked with their responses to the study measures, and that this privacy information will be kept in an encrypted and password protected file accessible only to the researchers. Furthermore, “Persons so authorized to protect the privacy of such individuals may not be compelled in any Federal, State or local civil, criminal, administrative, legislative or other proceedings in effort to identify such individuals”.⁴ The bottom line is that participant privacy information is not linked to the research outcomes, nor is it accessible via subpoena or testimony.

**Research flow for participant:** Interested participants will schedule a 20-minute intake phone call with a research assistant. From there, participants will schedule a visit to the clinic to meet with a research assistant for baseline assessment, informed consent, and to answer all questions. Officers will be notified at the conclusion of this assessment which training group they are in and will coordinate two follow up assessments, one roughly three months later and one roughly eight months later. Study participants will receive a $25 gift card at each assessment to help compensate for their investment of time.

**Intervention v. Wait List:** Everybody gets trained - each officer will initially go through a baseline assessment as part of the research. At the conclusion of this baseline intake, the officer will be assigned to train either in February or later during Fall 2016. Officers will be randomly assigned to an intervention group (Spring training) or a wait-list control group (Fall training). Either way, each officer receives the same 8-week training.

**REGISTER!**

**Call, Text or Email to get started:** 971.470.9272. mbrit@pacificu.edu

**Questions?** Richard is available to answer questions related to mindfulness in policing.

**Call, text or email:** 503.502.0661 rgoerling@pacificu.edu

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In a pilot study training police officers using Mindfulness-Based Resilience Training, we found improvements in psychological resilience, mental and physical health, mindfulness, emotion regulation, and emotional intelligence, & decreases in anger, perceived stress, police stress, sleep disturbance, fatigue, pain interference, and burnout. Additionally, we found that improvements in mental health were associated with reduced physiological stress over time as assessed by salivary cortisol levels 5.

Resilience 24/7
Occupational stressors in a round-the-clock operational landscape have significant erosive effects on first responders. Often, these occur so subtly that they evade the awareness of the impacted individual. Erosion of self-awareness is the first predictable effect of trauma, followed by what we commonly refer to as compassion fatigue, or burnout. Mindfulness mitigates this and allows officers to build skills of awareness and coping through chronic and acute occupational trauma.

President’s Task Force on 21st Century Policing: With the Task Force Report 6, an unprecedented opportunity exists to bring the science and potential of mindfulness in policing to the most senior levels of community leadership 7. Mindfulness training is an evidence-based and forward thinking deliverable that can be woven through the philosophical theme of the Task Force findings and recommendations. Mindfulness offers us an opportunity to be innovative in our approach to leading the forward evolution of policing in the 21st Century, consistent with the Task Force recommendations.

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*Critical Incident Stress Management: Training cadre and researchers are trained to assess acute stress and trauma that may arise among attendees and will broker services as appropriate to the individual.

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7 See: Notes on the President’s Task Force on 21st Century Policing: The Application of Mindfulness in Policing. 2015. Steven Hickman, PhD and Richard Goerling, MBA. Available at: www.mindfulbadge.com