

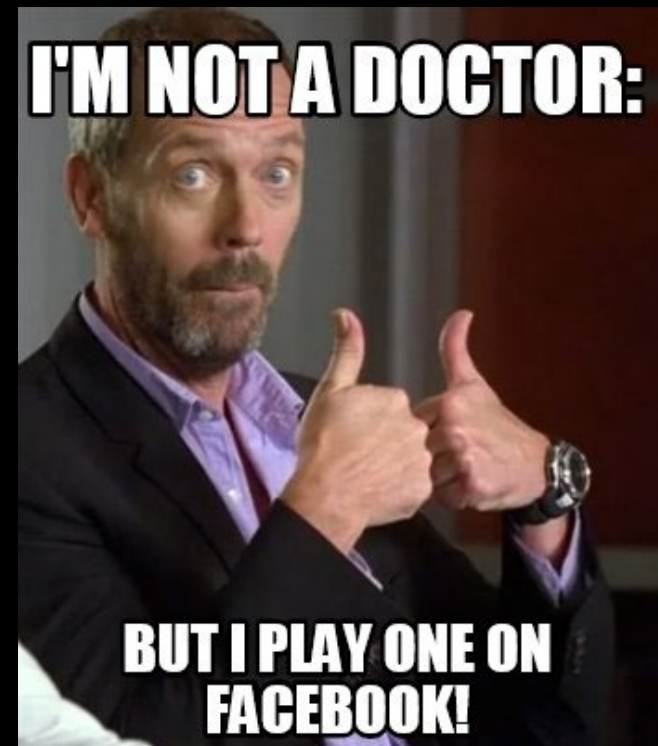


Cora Olson - South Dakota Victims' Services
and Crime Victim Compensation

Staff Wellness, Resilience and Self Care

Hello....

My name is Cora and I use humor for selfcare and resilience.



01 Law Enforcement/Investigations
18 years

02 Victim Specialist & DHP
3 years

03 South Dakota Victims' Services
Crime Victims' Compensation, VOCA, FVPSA, STOP, SASP, Access and Visitation, DASA

(Disclaimer)

South Dakota Highway Patrol Victims' Services - Philosophy

Externally

Those involved in and affected by traumatic crashes whether or not charges are filed.

Crime Victims

Trauma informed response to critical incidents for victims, secondary victims and witnesses.

Crash Assistance Program Victim Services

This philosophy transformed the entire agencies way of thinking from ground level to the top administrator.

Internally

Those who respond and investigate traumatic crashes and critical incidents.

LE as Crime Victims

* Assaults on LE
* Line of Duty Deaths
(Direct assistance to spouses and family)

Trauma informed knowledge on critical incidents and cumulative stress

Introduction

- **Wellness:** The quality or state of being in good HEALTH especially as an activity sought goal
- **Health**
 - The condition of being sound in body, mind and spirit
 - The general condition of the body
- **Resilience:** The capacity to recover from difficulties
- **Self-Care:** The practice of taking action to preserve or improve one's own health

Introduction

- U.S. employers lose more than \$225 billion each year in productivity due to employee health problems (CDC)
- Employee health status directly influences work behavior, attendance and on-the-job performance -more than 75 percent of high-performing companies regularly measure health status as a viable component of their overall risk management strategy

What about careers
with a

HIGH EXPOSURE to
trauma....

INTRODUCTION

THERAPIST: YOU NEED TO OPEN UP AND SHARE YOUR FEELINGS.

ME: I CAN'T

THERAPIST: WHY NOT

ME: LET ME VISUALIZE THAT FOR YOU



HOW DO WE GET HERE...
OR MORE IMPORTANTLY...
NOT GET HERE.

Considerations

Professional and personal factors cumulate over time if not maintained.

Event trauma

Exposure to a specific time and place identified as a critical incident that is traumatic to the individual.

Cumulative Stress

- The build-up of multiple exposures to traumatic events, personal events, and related stress.
- Compassion Fatigue

Organizational Trauma

Effects of organizational change or lack of positive change

- Leadership turnover (Organizational or Governmental)
- Staff Turnover
- Other: Losses, pandemics, etc.

IT'S NOT NORMAL

The situations presented in a CVC environment, typically secondhand from those such as Law Enforcement, are not normal.

It's not normal, to see the things police officers see, hear, smell, touch and experience.

It's not normal, to see dead bodies, mangled bodies, decomposed bodies, dead kids, abused kids, homeless people suffering, and people victimized, taken advantage of, raped or killed.

It's not normal, to respond to scenes of horrific suicides, fatal car accidents, gang violence, domestic violence, random violence, dead animals, and abused animals.

It's not normal, to go to work every day in hopes of making a positive change or influence in someone's life only to be spit at, kicked, punched, stabbed, or shot. It's not normal, to feel you can't "win", no matter what you do, or how many lives you save or stickers you give to kids.

For the full "It's Not Normal" list, visit [The Officer Next Door](#) on Facebook.

Fight or Flight Response

- It's Science
 - Not psychological but physiological
- Not just for physical confrontations

Lightheaded/dizzy. Result of our faster breathing. It's ok - take a long deep breath.

Breathing faster and shallower. Body is trying to get more oxygen. It's ok - take a long deep breath into your belly and breath out slowly.

Tummy upset/churning. Your body is redirecting blood flow to your muscles. It's ok - take a long deep breath and have a drink of water.

Jelly Legs or tingling in feet and hands. Blood is going to larger muscles. It's ok - use breathing to relax the body.

Racing thoughts - mind is going to worst case scenario. It's ok - your mind is looking out for threats and trying to help you prepare. Focus on your senses and your surroundings to calm thoughts.

Tight throat and chest. Your body is tensing. It's ok - use Progressive Muscle Relaxation to release tension in the body.

Heart rate increasing. Body trying to pump blood to muscles. It's ok - you are not in danger. Take long deep breaths.

Feeling hot/sweating. Side effect of adrenaline response, body is trying to cool down. It's ok - use breathing to relax the body.



Conclusion

Professional and Personal....

DIMENSIONS OF WELL-BEING



Recognition

Acknowledge the stress that is specific to your staff.

Resources

EAP? Webinars? Articles?

Resilience

Create opportunities to build resilience and wellness.



PEOPLE WILL
FORGET WHAT
YOU SAID,
PEOPLE WILL
FORGET WHAT
YOU DID, BUT
PEOPLE WILL
NEVER FORGET
HOW YOU
MADE THEM
FEEL.

