

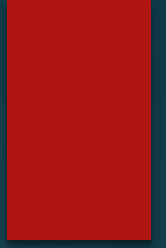


Leading the Way: Changing Cultures & Reshaping Public Policy

PRESENTED BY:

DANNY LANGLOSS, JR.

- *(RET.) CHIEF OF POLICE – DIXON POLICE DEPARTMENT*
- *CITY MANAGER – CITY OF DIXON*
- *(RET.) VICE PRESIDENT – ILLINOIS ASSOCIATION OF CHIEFS OF POLICE*
- *NATIONAL POLICE COUNCIL – POLICE ASSISTED ADDICTION AND RECOVERY INITIATIVE*



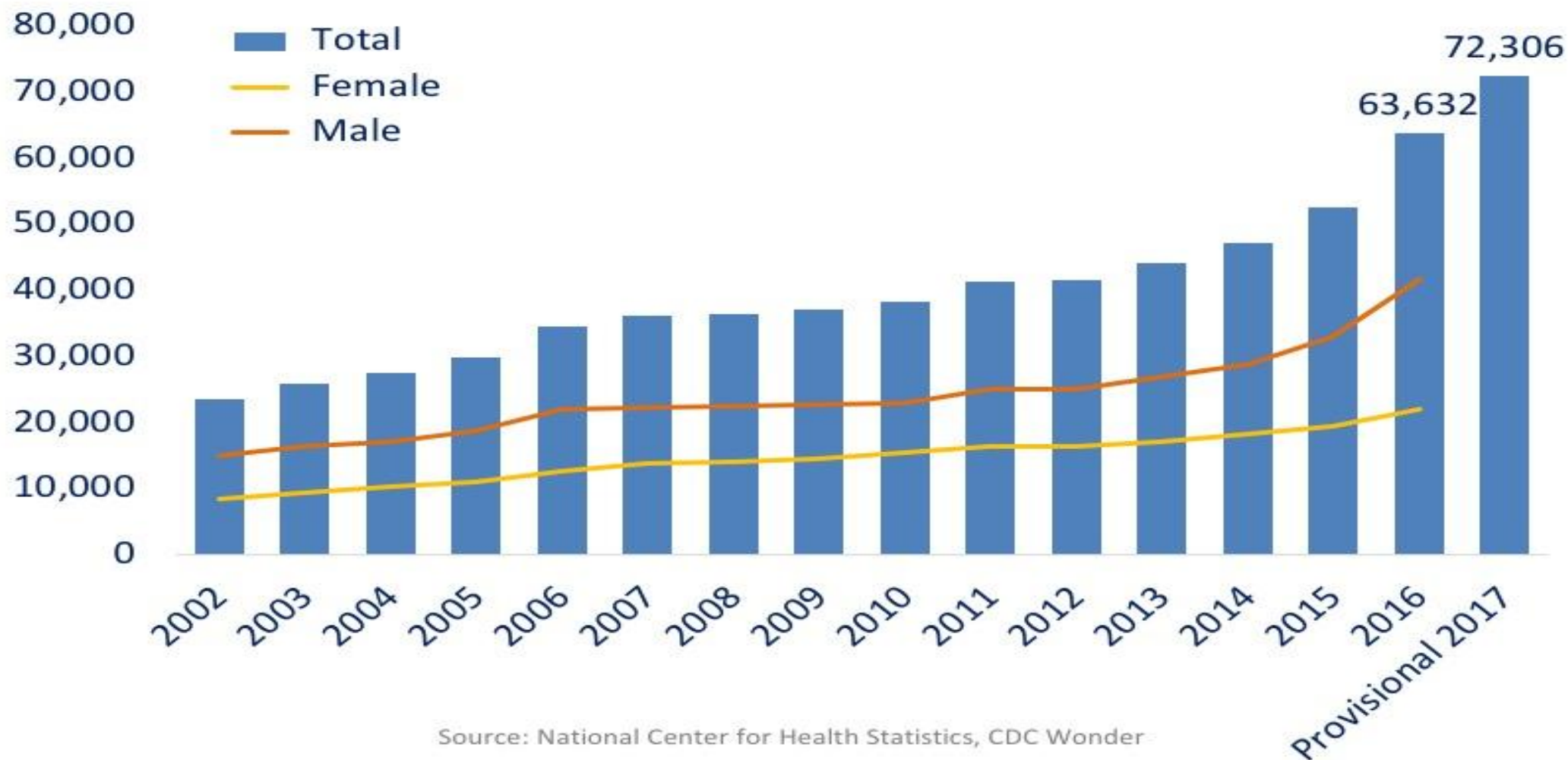
Drug overdose is the #1 cause of
accidental death





National Overdose Deaths

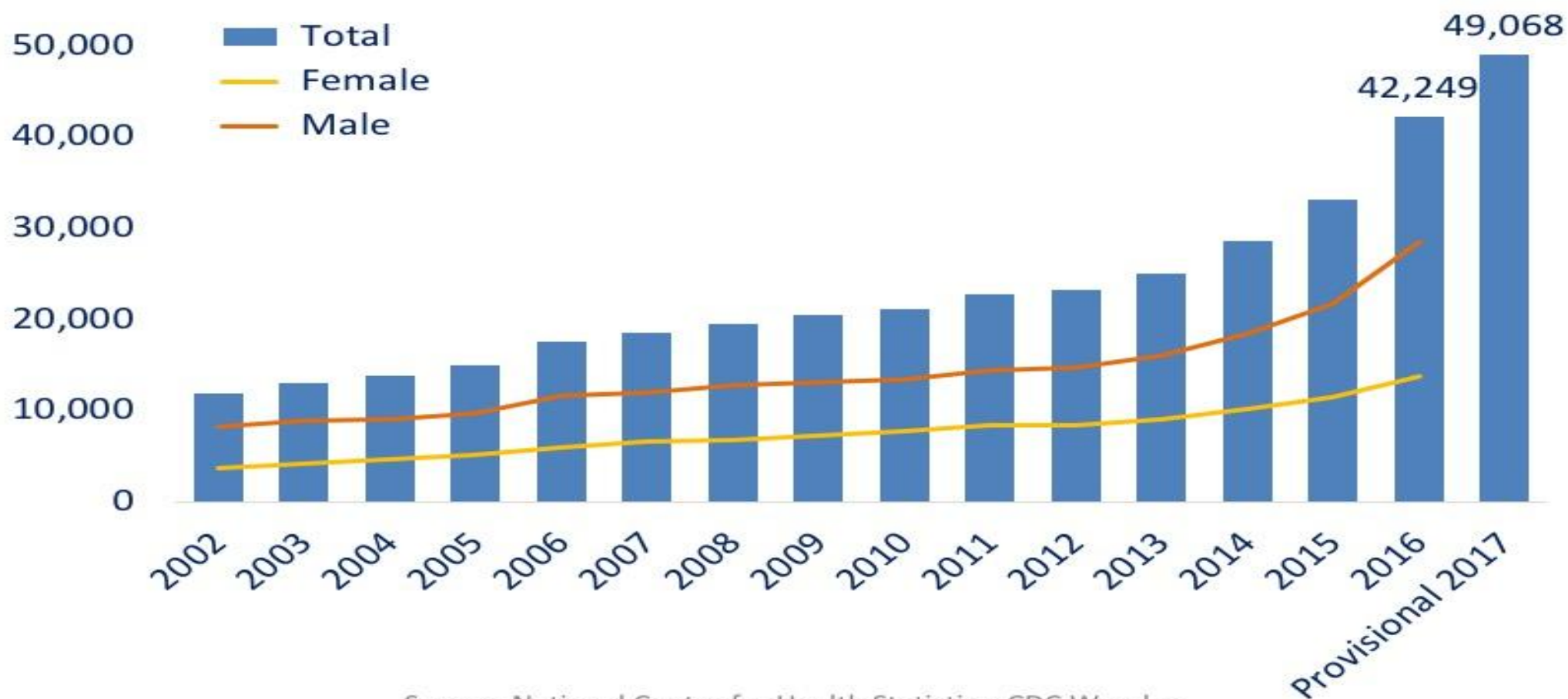
Number of Deaths Involving All Drugs





National Overdose Deaths

Number of Deaths Involving Opioids



Source: National Center for Health Statistics, CDC Wonder

The problem

Scope and cost of substance use disorders

- ▶ In U.S.
 - ▶ 20 mil w/SUD (10% get tx)
 - ▶ \$400 bil in costs (lost work productivity, health care, car accidents, cj)
- ▶ In criminal justice system
 - ▶ 50% of 2.2 mil jail/prison w/ SUD (11% get tx)
 - ▶ \$74 bil cj costs (court processing, supervision, imprisonment) (1% for tx)



Source: Gleicher, 2017



RESHAPING THE WAR ON DRUGS: A COMMUNITY BASED APPROACH

THE 4 PILLAR APPROACH:

▶ PREVENTION

▶ EDUCATION

▶ TREATMENT

▶ ENFORCEMENT




PRE-ARREST DIVERSION PROGRAMS: A “SMART” ON CRIME APPROACH



CULTURE AND TRUST: PROACTIVE LEADERSHIP IN COMMUNITIES AND ORGANIZATIONS



What is Leadership?



Leadership = Influence



Trust

Relationships

Influence


Leadership



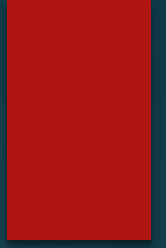
Share Your Vision



**The Best Way to Predict
the Future is to Create It.**



Some People See The Prize,
and Some See the Obstacles
Stopping Them From Getting
the Prize...



Proactive Communication

...POSITIVE ENERGY AND ENTHUSIASM



START WITH “WHY”




What is our Mission?



WHAT IS YOUR OVERALL GOAL AS
A POLICE OFFICER AND A POLICE
DEPARTMENT....

TO CREATE A SAFER COMMUNITY.....



Aligning the Organization's “Mission” with the Officer's “Purpose”

WHY WE BECOME THE POLICE...

- ▶ HELP PEOPLE
- ▶ SERVE OTHERS
- ▶ SAVE LIVES
- ▶ REDUCE CRIME
- ▶ CREATE SAFE COMMUNITIES
- ▶ ELIMINATE GANGS AND DRUGS
- ▶ SOLVE VIOLENT CRIME
- ▶ PROTECT CHILDREN
- ▶ GUARDIANS OF OUR COMMUNITIES

FRUSTRATIONS / CYNICISM OF THE POLICE...

- ▶ DEALING WITH SAME 10% OF COMMUNITY, 90% OF TIME
- ▶ GENERATIONAL CYCLES OF DOMESTIC VIOLENCE, SUBSTANCE ABUSE, MENTAL ILLNESS
- ▶ DANGER / THREAT POSED BY DRUG DEALERS, GANGS, AND DRUG ADDICTS
- ▶ A FEELING OF “WE CAN’T WIN”

Create a Sense of Urgency




- ▶ Death
- ▶ Crime
- ▶ Community Safety



Consistent Messaging...

OVERCOMING OBJECTIONS



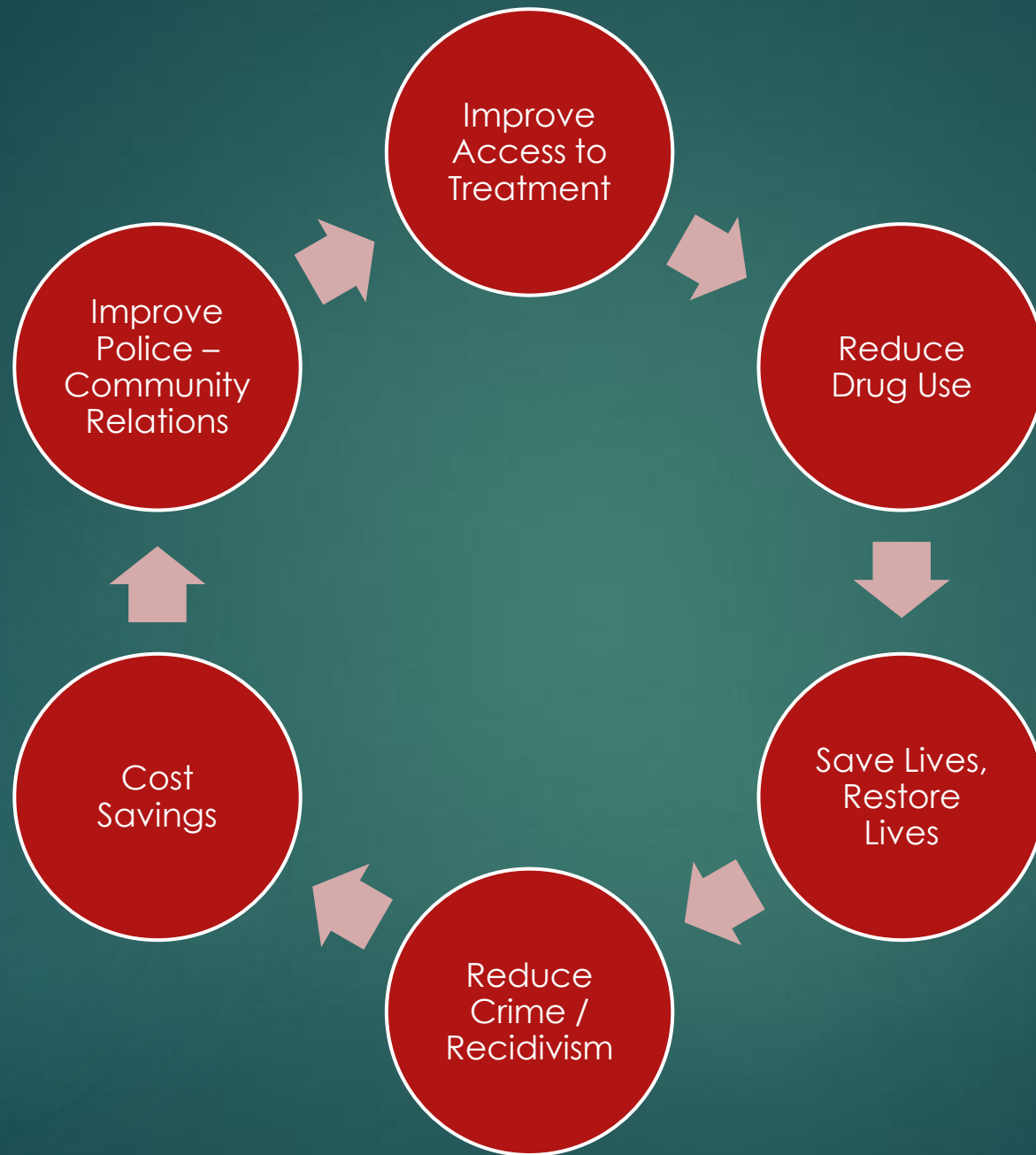
THIS ISN'T "WEAK" ON CRIME OR
"SOFT" ON CRIME....THIS IS
"SMART" ON CRIME.....



Proactive, Crime Fighting, Community Policing Initiative



Police Deflection Goals

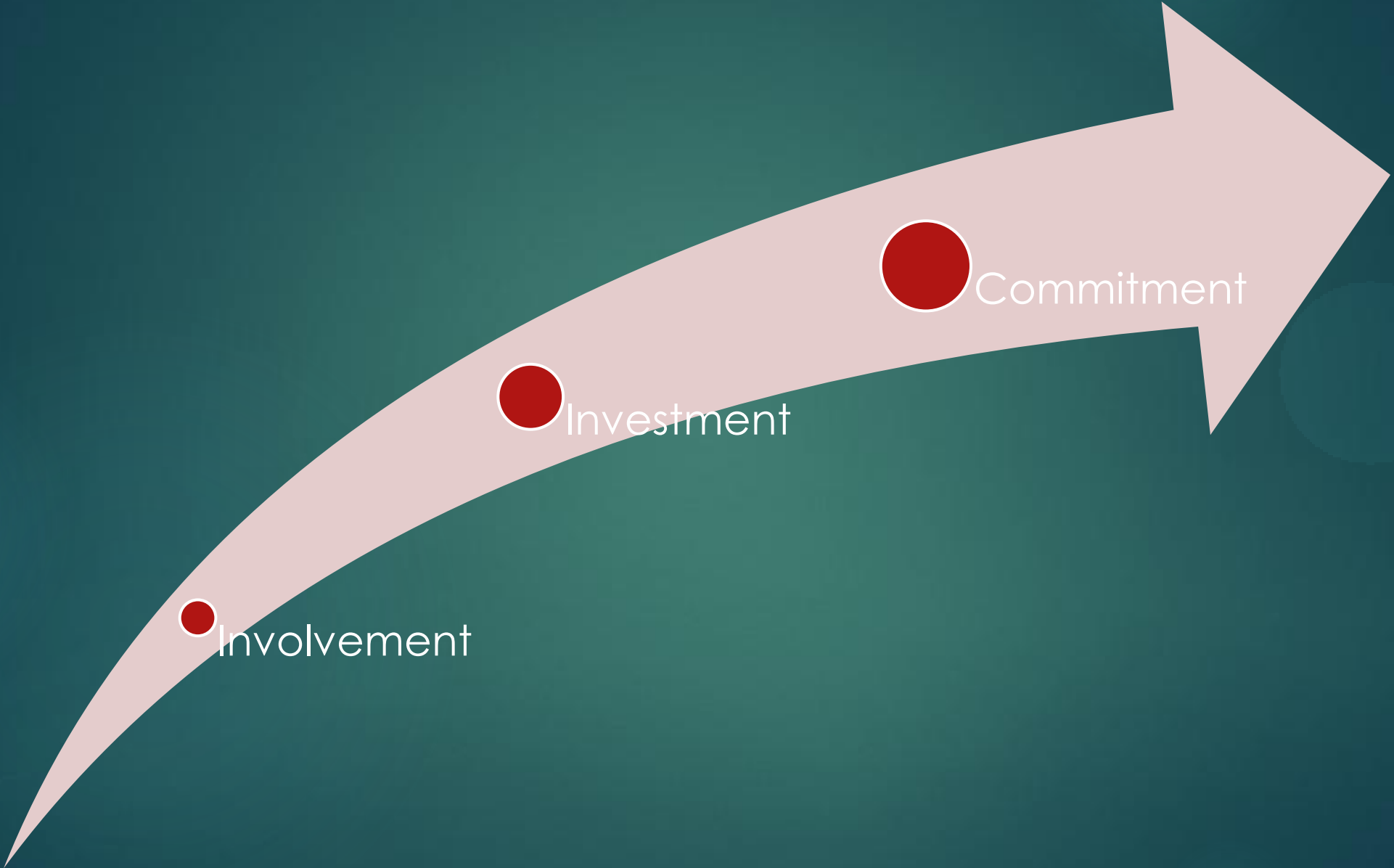




And Ultimately....

CREATING SAFER COMMUNITIES

Creating “Buy-In”



Involvement

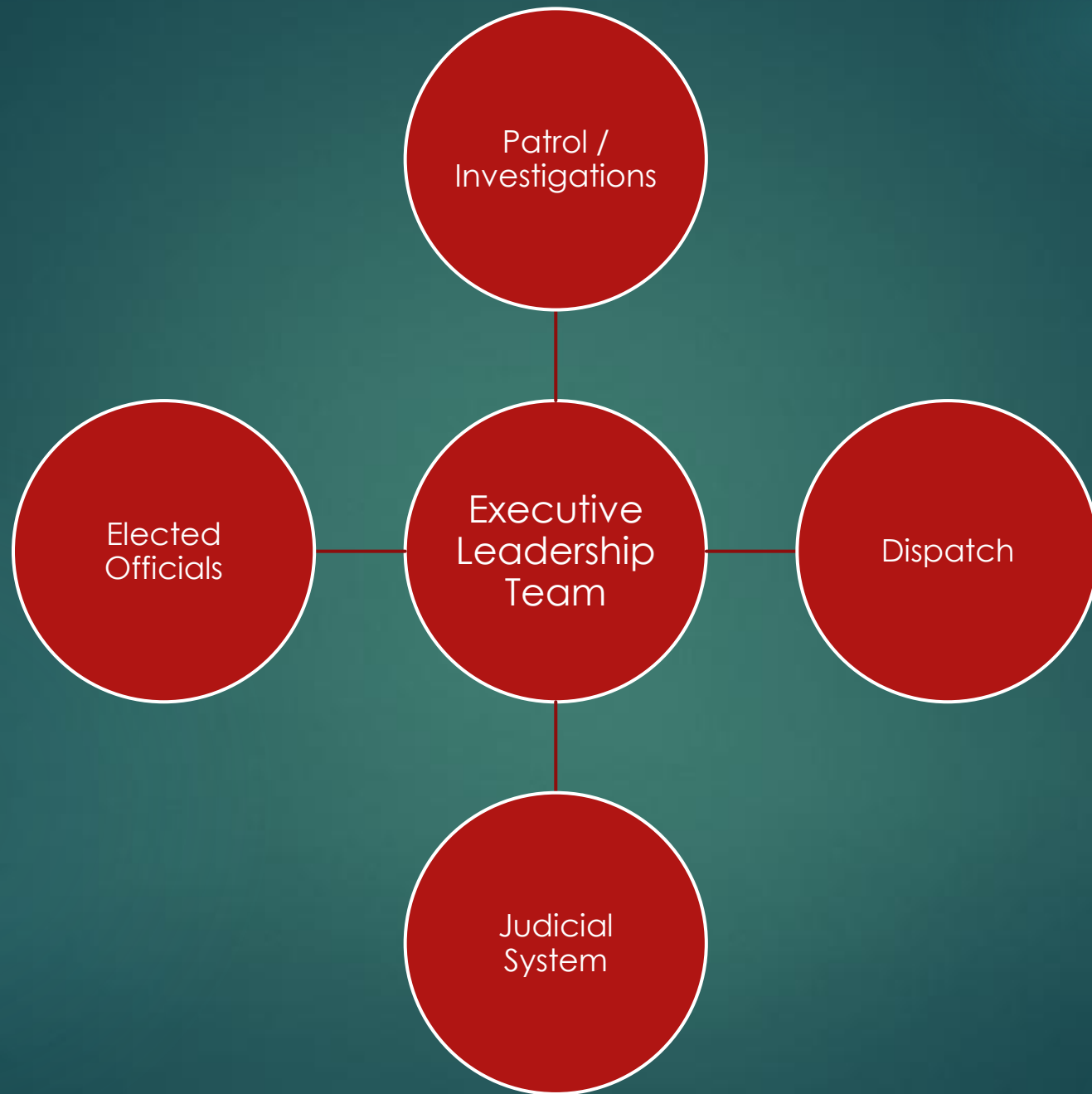
Investment

Commitment





Involving Every Layer of the Organization



Getting Leadership Team on Board

- ▶ How does this meet “Mission”?
- ▶ Speaking with “One Voice”
- ▶ Strength, support, direction
- ▶ Model desired behaviors
- ▶ Provide appropriate support



Setting Clear Expectations

Handling Resistance: What is in it for “Me”???

- ▶ One on one meetings
- ▶ How do “DEFLECTION PROGRAMS” align with an officer’s purpose
- ▶ How will this help / improve ability to do their job
- ▶ How does it help the department
- ▶ How does it help the community

RESHAPING PUBLIC POLICY....

2018 Illinois Deflection Legislation: Senate Bill 3023

- *The Community-Law Enforcement Partnership for Deflection and Substance Use Disorder Treatment Act*
- Authorizes and encourages local law enforcement leaders to create collaborative local programs that “deflect” individuals with substance use problems away from the criminal justice system into addiction treatment services
- Provides a roadmap for partnerships between law enforcement, substance use treatment providers, and community members to guide the development of deflection programs

SB 3023: Key Provisions

- Lays out deflection program types and their key features offering guidance and a range of options to municipalities
- Ensures that program impact is measured by requiring development of minimum data to be collected and a performance measurement system
- Provides immunity from civil liabilities to law enforcement partners for program-related activities provided in good faith
- Authorizes (but does NOT require) appropriations for deflection program activities
- Does not *require* law enforcement to create deflection programs



Senate Bill 3023: Successful Passage

- Supportive materials
 - Clear, brief, [available](#), shared
- Broad, diverse base of support
 - > 140 proponents – including law enforcement; criminal justice, healthcare, behavioral healthcare, peer, and faith-based advocates; substance use and mental health providers; public defender, etc.
- Key champions
 - Bipartisan legislative champions
 - Law enforcement as primary spokespeople
 - > 85 police departments or law enforcement association proponents
- Permissive rather than mandatory



Mundelein Police Chief Eric Guenther (R), and Dixon City Manager (former Police Chief) Danny Langloss (L), backed SB 3023 at a Senate hearing in Springfield. -Photo by D. Ormsby

Senate Bill 3023: Successful Passage

- Passed state legislature with strong bi-partisan support 5/31/18
- Signed into law 8/22/18 → Public Act 100-1025
- \$500,000 appropriated for FY19 grants in the State budget
- Notice of funding opportunity announced 9/4/18
 - Applications due 10/25/18





“THE ENEMY OF GREAT IS
GOOD”

- JIM COLLINS