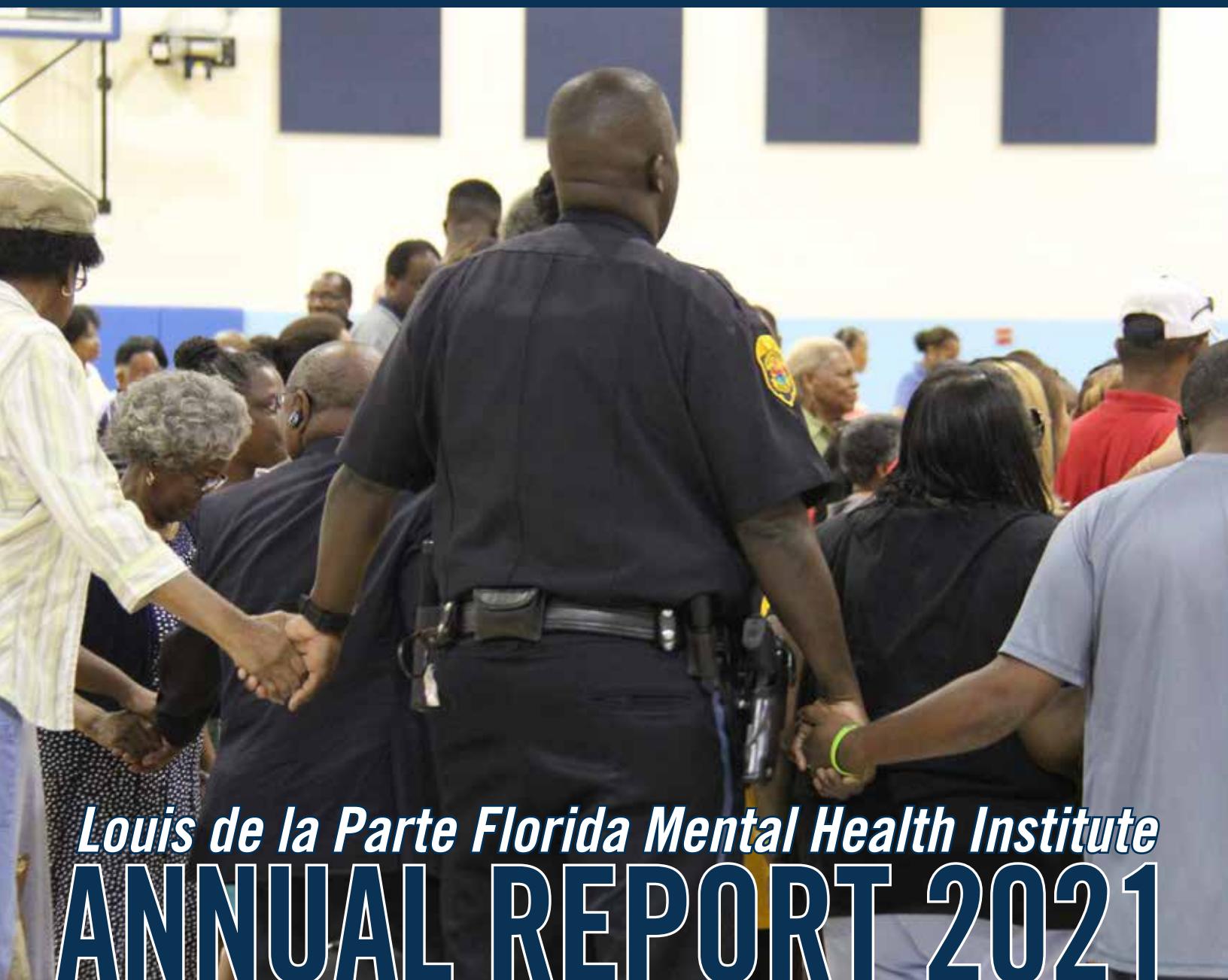


Intersection between  
**Policing, Criminal Justice  
& Mental Health**



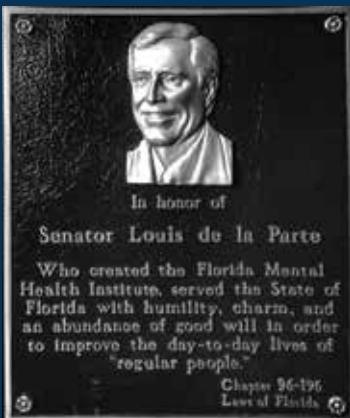
*Louis de la Parte Florida Mental Health Institute*  
**ANNUAL REPORT 2021**



UNIVERSITY of  
**SOUTH FLORIDA**

College of Behavioral & Community Sciences





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## Acknowledgments

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# From the Dean



**Julie Serovich, PhD,**  
Dean, College of Behavioral  
& Community Sciences

Much has changed in the past year as communities across the country continue to confront the challenges between policing, criminal justice, and mental health. Detailed in this report are several interviews with faculty in the Departments of Criminology and Mental Health Law & Policy who have devoted their careers to addressing these areas of research.

As a nation, we are currently struggling to redefine how we organize public safety and criminal justice. There is an opportunity, now more than ever, for our community to unite and become more connected for positive change. As we move forward and work together, we should look for the best ways to address community problems and work towards organizational structures that are most effective. We hope for stability within our communities to serve all colors, backgrounds, and walks of life. The commitment to collaboration amongst the university system, law enforcement, treatment agencies, and local community partners is very important, and the alliance of these individual systems will change our community for the better.

The Florida Mental Health Institute will continue our efforts in research and evaluation to assist the system in moving forward towards positive change. We are excited to highlight just some of the work that has gone on within our college and work that has been implemented within our community partner organizations. We are truly appreciative of the collaborative efforts shown by our community partners and without their support, we would not be able to tackle critical issues related to human trafficking, criminal justice, policing, mental health, and substance abuse.

I would be remiss if I did not acknowledge and thank Dr. Kathleen Moore, FMHI Executive Director, for her continuous leadership of the Institute. She has worked with the legislature on House Bill 96: Creation of a Commission on Mental Health and Substance Abuse and was just appointed by the President of the Senate, Wilton Simpson, to be part of the 19-member Commission.

I hope you learn something new when you read about the important work that our faculty are conducting. Their research is important to the Tampa Bay region and the state and will have lasting effects on our communities for years to come. It is imperative to continue this work in earnest with the goal of improving the lives of individuals being served in the criminal justice system. I am so proud of our faculty, their research and their commitment to our communities. They are the backbone of this University. ■

# This 2021 FMHI Annual Report focuses on our ever-emerging efforts in policing and criminal justice.



## Message from the Executive Director

The Louis de la Parte Florida Mental Health Institute (FMHI) has been a driving force in improving behavioral health services for over 45 years. FMHI and our partners have dedicated this time to tackling difficult issues involving mental health, substance use, co-occurring disorders, criminal justice, and child welfare. Since joining forces with the College of Behavioral and Community Sciences (CBCS) in 2008, the interdisciplinary collaboration between researchers, policy-makers, and community-based agencies has been continuously strengthened. For the 2020-2021 FMHI Annual Report, we will focus on our ever-emerging efforts in policing and criminal justice, highlighting the wide array of research, training, and policy projects conducted over time with our partners. This work has supported positive change around critical issues within criminal legal involvement including juvenile justice, jail re-entry, problem-solving courts, and diversion programs through local and statewide alliances. This report highlights key players who have served as leaders in these areas within our community.

Spotlights include three faculty members whose work has helped to shape change within the criminal justice system: Dr. Lorie Fridell, Dr. Micah Johnson, and Dr. Roger Peters. Dr. Lorie Fridell is a Professor in the Department of Criminology and has over 30 years of experience conducting research on law enforcement. Her primary research areas are police use of force, police deviance, and violence against

police. She is a national expert on biased policing. Dr. Micah Johnson recently joined the Department of Mental Health Law & Policy as an Assistant Professor. His research interests include social inequalities, including race and racism, and health disparities among adolescents in the juvenile justice system. Dr. Johnson recently published a book entitled *"The Little Book of Police-Youth Dialogue"* focused on specific ways to take action in ameliorating police-youth tensions and promoting healing in their local communities. Dr. Roger Peters is a Professor in the Department of Mental Health Law & Policy who has pursued research, consultation, and training initiatives involving co-occurring disorders and behavioral health treatment within the criminal justice system for the past 35 years. He currently serves on the Florida Supreme Court's Taskforce for Mental Health and Substance Abuse Issues in the Courts, and has been a faculty member of the National Judicial College since 2014.

We are also showcasing several centers and programs within USF. For example, this past year USF announced the launch of an interdisciplinary center dedicated to serving Tampa Bay as the major training and knowledge hub for issues related to social and criminal justice. The Center for Justice Research & Policy unites scholars and practitioners from colleges across USF's three campuses, area law enforcement agencies, and community advocates. Together, they provide learning opportunities for students, collaborative community-engaged research, and



Kathleen Moore, PhD,  
Executive Director,  
Louis de la Parte  
Florida Mental Health Institute

actionable, evidence-based solutions to address some of the criminal legal system's greatest challenges. On the academic side, Dr. Max Bromley has spearheaded a Masters' Program in Criminal Justice Administration (MACJA) designed for and restricted to working professionals in the criminal justice field for almost two decades. The MACJA program aims to enhance current criminal justice practitioners' technical skills, decision-making processes, and analytic capabilities. The program will be entering its 18th year and has graduated more than 280 alumni.

There have been other exciting collaborative initiatives within the community that have begun this past year. We are developing a new officer wellness program in order to improve the health and well-being of law enforcement. Tampa Police Department, in continued partnership with the Crisis Center of Tampa Bay and the University of South Florida, met with BayCare Behavioral Health, DACC Behavioral Health, Gracepoint, and the Agency for Community Treatment Services (ACTS) in an effort to develop an effective mental health co-responder model for mental health and/or social welfare related calls for service. Proposed as a pilot program, this new unit will have teams of licensed mental

health professionals and police officers respond to emergency calls in the community.

Each year the College of Behavioral and Community Sciences (CBCS) and FMHI hold an annual colloquium which provides a space for community leaders, providers, local citizens, and university faculty and students to convene and hold a dialogue on pressing state and national issues. This year's colloquium, to be held in the Fall of 2021, will focus on Mayor Jane Castor's Community Taskforce on Policing which aims to create a space for local leaders, activists, and subject-matter experts to have important conversations about improving the Tampa Police Department and strengthening its relationship with the community. The colloquium will be called, "*Tampa Mayor's Community Taskforce on Policing: Update on progress made over past year to the taskforce initiative on policing.*" We look forward to seeing you at this exciting event!

We hope you enjoy this annual report which provides examples of innovative leadership within and across our college and community. FMHI partners continue to work alongside the justice community to identify the most pressing crime-related challenges confronting the justice system

and to provide training, coordination, and innovative strategies for addressing these challenges. Our goal is to strengthen partnerships with local and state stakeholders with a focus on evidence-based approaches in criminal and juvenile justice. It has been an honor and privilege to be the Executive Director of FMHI over the last three years. While this past year has been very challenging for so many considering the impacts of COVID-19, we have set our sights on many exciting new initiatives that are on the horizon. We hope you too are inspired by the collaborative efforts of our community! ■





# Spotlight Interview

## Dr. Lorie Fridell

Dr. Lorie Fridell earned her PhD in Social Ecology, from the University of California, Irvine. During her doctoral studies, she had the opportunity to assist a professor who was conducting research around police use of force. Dr. Fridell states, she quickly became intrigued by this topic and began to focus her own research in the area of policing and the use of force by law enforcement officers.

Upon finishing her graduate studies, Dr. Fridell began working as a professor at the University of Nebraska and then at Florida State University. After 14 years in academia, she moved to Washington, D.C. to become the director of research at the Police Executive Research Forum (PERF), a non-profit, think tank dedicated to strengthening policing. The year was 1999, and the terms “racial profiling” and “police profiling” were being widely used. Dr. Fridell knew that this was a critical time for examining this topic and wanted to be part of the solution. As the director of research, she focused her attention on the issue of racial profiling by law enforcement officers. She states that while she considers herself

to be a social justice advocate, passionate about an individual’s civil liberties, she also considers herself to be pro-law enforcement. Her goal was to develop resources to help police officers across the country be most effective at their jobs.

While at PERF examining this issue, Fridell came to believe two things that “did not go together.” First was bias in policing was more widespread than just a few bad apples on a few calls. Second, she believes that most officers are well intentioned and want to make a positive difference in their communities. She could not figure out how both of those things could be true—until she was introduced to the modern science of bias and prejudice. Soon after this revelation, in 2005, Fridell joined USF and, with grant funds to the university from the Department of Justice, she developed a training program based on that science.

Dr. Fridell’s “Fair and Impartial Policing” training program is the most widely used implicit-bias-awareness training by law enforcement in North America. In the training program that Dr. Fridell implements with the aid of 23 sworn trainers,

Lorie Fridell, PhD  
Professor, USF  
Department of Criminology



officers learn about the science of implicit bias and how bias might affect their day-to-day decisions. They learn that implicit biases are different from explicit biases; implicit biases can impact even well-intentioned people outside of conscious awareness—affecting both perceptions and behavior. The trainers highlight that biased policing can make law enforcement officers ineffective, unsafe, and unjust. Finally, and importantly, the trainees learn skills to reduce and manage their biases. There are customized versions for the various levels of the agency, up to and including command staff.

Dr. Fridell and her team of current and former graduate students are implementing several studies examining the extent to which community

assessments of reasonable force align with the law. Anecdotal evidence and just a few studies indicate that community members evaluate force reasonableness based on factors that are not recognized in legal analysis. This “misalignment” explains in part the strong concerns that many community members have about police use of force, as evidenced by demonstrations and even riots following force incidents. Moving forward, she feels that the concept of excessive force at the hands of law enforcement will continue to be an area that requires additional attention. She believes it is positive that police agencies are increasingly implementing training in the areas of de-escalation, duty-to-intervene, implicit-bias awareness, and officer mental health. ■

# Spotlight Interview

## Dr. Micah Johnson

Dr. Micah Johnson's desire to help adolescents started long before he began his doctoral studies. At a very young age, Dr. Johnson realized his passion for wanting to assist youth communities. He believes this desire was born out of his own experiences as a child and that those experiences had a fundamental and lasting impression on his life and have helped shape his work today. Dr. Johnson began his career as a middle school civics teacher. During his time as a teacher, he noticed that many of his students were dealing with life-impacting struggles outside of the classroom. The desire to learn more about the societal struggles his students were facing is what motivated him to continue his education and pursue a doctoral degree in Sociology from the University of Florida.

Since earning his PhD, Dr. Johnson has focused much of his research on "justice-involved children." This term is one he prefers to use when referencing the population he researches because he believes it more accurately represents a vulnerable population without stigmatizing them and further serves to remind readers of the youthfulness of these individuals. Dr. Johnson explained that many of the children involved with the criminal justice system are merely involved because of the environment they are raised in and the means of policing within their communities. *"For many youths, their substance abuse is addressed for the first time when they have become involved with the criminal justice system."*

The intertwining of adolescent substance use and the criminal justice system, two issues Dr. Johnson views as occurring bilaterally, is one of his main focus areas of research. He explains that he sees the main pathway for these two issues to connect, beginning with toxic stress and youth engaging in substance misuse as a coping mechanism, which leads to the criminalization of their addiction. While Dr. Johnson recognizes

the solution to undoing this connection is multifaceted, offering treatment and support rather than charges and punishment would be the first step in the right direction.

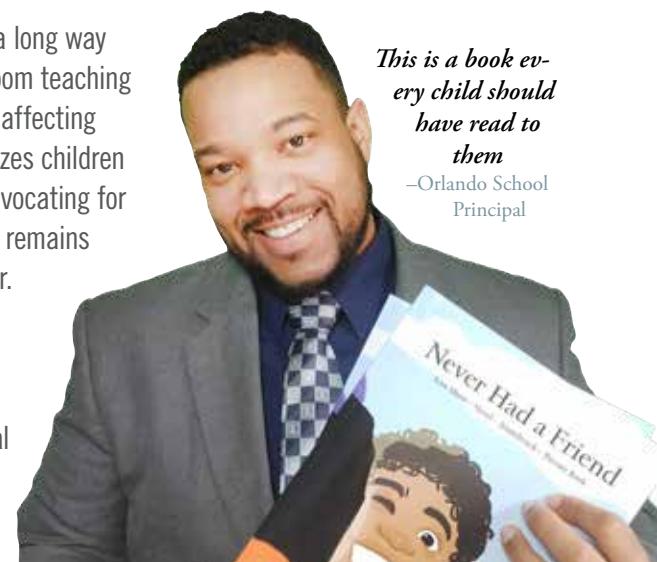
Dr. Johnson has recently co-authored a book titled *"The Little Book of Police Youth Dialog: The Path Towards Restorative Justice."* The book focuses on the need for meaningful dialogue between black youth and law enforcement using anecdotes, narratives of lived experiences, tangible tools, and models of best practices. The book aims to ameliorate the current tension between law enforcement and the communities in which they serve. His hope for the book is that it will open the lines of communication between these two groups and allow law enforcement to feel more connected to their community members by being open to feedback and gaining a greater understanding of young, black Americans by simply talking with them.

When asked about future research plans, Dr. Johnson stated that the area of substance misuse among adolescents and their involvement with the juvenile justice system was still an area he feels calling him. He would like to explore the factors that lead youth to become involved in the justice system.

Dr. Johnson has come a long way from his days in the classroom teaching civics. However, his goal of affecting policy in a way that humanizes children and his passion towards advocating for the compassion of ALL kids remains steadfast. This Fall 2021, Dr. Johnson will be a keynote speaker at the college's colloquium on Policing, Criminal Justice, and Mental Health. ■



**Dr. Micah Johnson**  
Assistant Professor, USF  
Department of Mental Health  
Law & Policy



*This is a book every child should have read to them*  
—Orlando School Principal

# Spotlight Interview



Roger Peters, PhD  
Professor, USF Department of  
Mental Health Law & Policy

## Dr. Roger Peters

Dr. Roger Peters' impressive and distinguished career at the University of South Florida spans 35 years and includes international work on three different continents, two Fulbright Specialist grants, and, currently he holds a joint appointment with both the College of Public Health and the College of Community and Behavioral Sciences. In addition to the numerous advisory boards and task forces on which he serves at the state, federal, and international level, Dr. Peters recently helped establish the International Consortium of Universities for Drug Demand Reduction (ICUDDR) for which he serves as Vice President. Dr. Peters is also a member of the Treatment Expert Advisory Group (T-EAG) for the Colombo Plan, which is based in Sri Lanka.

Dr. Peters has focused much of his research career on mental health and substance abuse issues within the criminal justice system, with a particular focus on screening, assessment, and treatment of co-occurring mental and substance use disorders, and on treatment alternatives to incarceration. His

focus on the behavioral health care needs of those involved in the criminal justice system began in graduate school at Florida State University, where he earned both his master's and doctoral degrees in Clinical Psychology. Shortly after his appointment at USF, he began conducting research examining substance use and co-occurring disorders among persons involved in the justice system. He has focused much of his research on how to provide evidence-based assessment and treatment for that population. Dr. Peters explained that early in his career there was a gap in behavioral health care research being conducted by Psychologists involving persons in the justice system. He states that difficulty gaining access to this population and inmates' apprehension to engaging in behavioral health care services are two of the main barriers to conducting research in this setting. *"Inmates may not be willing to admit to a substance use disorder or a mental illness for fear of how that may look or because they feel it may adversely affect their criminal case."* Additionally, he spoke of the stigma around mental



Dr. Roger Peters with members of the Universidad Católica Nuestra Señora de la Asunción, Paraguay.



ROGER PETERS  
University of South Florida  
Mental Health Law & Policy Chair

illness and substance use that still exists within prisons and other justice settings. He explained that the negative attitudes toward treatment among many prisoners can discourage those incarcerated from engaging in behavioral health care services. *“Individuals with diagnosed mental or substance use disorders can be disparaged and are often times victimized by fellow inmates.”*

When asked why he feels those who were previously incarcerated or who are involved with the criminal justice system are apprehensive to seek mental health services, he stated that their mental health is sometimes not their immediate priority. He further explained that these individuals are burdened with the task of finding shelter, reunifying with their children or other family members, and securing employment, and this often leads to placing their substance use and mental health disorders on the ‘back burner.’ He believes there exists a large overlap between the behavioral health needs of persons who are supervised in the community and persons who are incarcerated. For example, between 17%-34% of those currently incarcerated have a diagnosable mental disorder, and over 50% have an untreated substance use disorder. Yet less than 10% of persons who enter jail or prison have ever sought treatment for a behavioral health condition, and often the first contact they have with treatment services is during incarceration.

Dr. Peters explained that the primary responsibility of correctional institutions is to maintain safety for their staff and inmates, and to protect public safety. However, more progressive correctional administrators understand that access to adequate treatment services during incarceration leads to improved safety within the prisons, decreased recidivism, and ultimately

*Between 17%-34% of those currently incarcerated have a mental health condition, and it is estimated that over 50% have an untreated substance use disorder. Yet, less than 10% of offenders entering jail have ever sought treatment.*

enhanced public safety. *“Co-occurring mental and substance use disorders should be a prioritized area for program services both in correctional institutions and in the community. When persons who have co-occurring disorders are placed in traditional treatment programs that address only one of their disorders, they are very likely to experience relapse or recurrence of one or both of the disorders, and to return to the criminal justice system.”* Dr. Peters feels strongly that examining treatment outcomes for this population is an area that deserves additional research. He also believes that research has neglected to address the needs of youthful offenders who have these disorders, for example to determine which are the most effective treatments.

As Dr. Peters rounds the corner towards his retirement from USF, he is far from ending his research or work in the community. He is currently working in partnership with both the United Nations Office on Drugs and Crime and the U.S. Department of State to develop treatment alternatives to incarceration in different countries. Part of his post-retirement work will involve collaboration with policy makers to develop alternatives to incarceration in countries that have few of these resources. He will also work to develop infrastructure to support evaluation of alternatives to incarceration in countries that choose to implement these programs. This collaborative work will inevitably keep him busy for many years to come. ■

# Community Connections

## Hillsborough County Anti-Drug Alliance

### ***Using a public health approach for reducing substance use and related problems***

Hillsborough County Anti-Drug Alliance (HCADA) has been in existence, active in the community and supportive of law enforcement, the court system, prevention agencies, and behavioral health treatment providers since its inception in 1989. In 2003, HCADA restructured as a 501(c) (3) to apply for prevention grant funding. Subsequently, HCADA expanded its community-based alcohol, tobacco, and substance abuse education and prevention activities. HCADA also participants in the development of related planning strategies, locally, regionally and statewide in scope, for the betterment of the Hillsborough County community. HCADA uses a public health approach for reducing substance use/misuse and related problems, recognizing that no institution or organization alone can address these issues. It is through strong community support and partnerships that we can create sustainable community-wide change! HCADA offers open membership and participation to all interested individuals and continues to provide a public forum for sharing information and new ideas. For more information about HCADA, visit [hcada.com](http://hcada.com).

Some of the strategies HCADA and community partners implement in the community include:

- » Mental Health First Aid Training
- » Supporting law enforcement via School Resource Officer Programs with curricula for middle and high schools, and Red Ribbon Supplies and Josie's Pledge supplies for campaigns in local schools
- » Underage Drinking prevention efforts in conjunction with law enforcement
- » Tobacco, Vaping and Marijuana Civil Citation Classes for youth
- » Partnering with the University of South Florida and the University of Tampa for Intern Programs for college students, and USF's Institute for Translational Research Education in Adolescent Drug Abuse program
- » In collaboration with USF FMHI, an Annual Profile of Alcohol and Drug Indicators for Hillsborough County was published in August 2021
- » Completion of our 9th Annual Tampa Drug Prevention Summit in partnership with Drug Free America Foundation and supported by many community partners
- » Serving as community resource through multiple task forces, workgroups, councils and committees in the Hillsborough County community



DEA Take Back - USF College of Pharmacy Students Distributing HCADA Resources

- » Policy work around issues of alcohol, tobacco, and other drugs
- » Raising awareness to prevent the Opioid Epidemic by providing MAT awareness and physician education on safe prescribing practices
- » Prescription Drug Take Back events were conducted and over 20,000 lbs. of medication were collected from Hillsborough County residents. HCADA provided residents with drug disposal pouches, medication lock boxes, and assisted with permanent disposal
- » Facilitate the Drug Epidemiology Network (DEN), serving on the State Epidemiology Workgroup ■

# Community Connections

## Thirteenth Judicial Circuit Court – Problem Solving Courts

The Thirteenth Judicial Circuit's Problem-Solving Courts had a year like no other. As with other organizations, the safety of staff and participants was of primary concern in PSC. The program was able to quickly pivot to telehealth services, virtual courtrooms, and remote work schedules. While Problem Solving Courts experienced some challenges, they were able to continue to serve participants struggling with substance abuse and mental health issues through the pandemic. During FY 20-21, 502 participants were admitted into PSC and 381 participants graduated the program.

The Thirteenth Judicial Circuit's Problem Solving Courts continue to grow in number and scope. The most recent addition to the department is Early Childhood Court, which focuses on reunifying dependent children ages 0-3 with their parents through targeted interventions. Each of the



Judge Elizabeth Rice and Julia Schilling, Director of Problem Solving Courts, holding the National Drug Court Month Proclamation signed by Mayor Castor.

Problem Solving Courts will also be collaborating with the Office of State Court Administration, to achieve certification through a state-wide certification process. This process will ensure fidelity to state-wide standards, which will allow the programs to continue to provide high-quality service to participants. ■

**Problem-solving courts address the root causes of justice system involvement through specialized dockets, multidisciplinary teams, and a nonadversarial approach.**



Judge Elizabeth Rice and the Drug Pretrial Intervention team during a break from virtual court.

# Community Connections



## Protecting the mental health of our first responders

## Clearwater Police Department

In recent years, there has been a precipitous rise in the number of law enforcement suicides throughout the State of Florida and, in fact, our nation. Local police departments have not been immune from this trend, with several officers taking their own lives in the past year alone. Police leaders have been struggling to develop programs to provide resources to officers in order to reverse this alarming trend. The Clearwater Police Department (CPD) made significant efforts to provide tools to their employees to prevent a tragic incident from occurring within their agency. They have supplied counselors after critical incidents, provided free sessions with mental health providers, and made resources available on a continual basis on their internal Department intranet pages, as well as through printed material.

Though CPD has not experienced a tragic incident involving their staff, leaders within their agency realized an evidence-based approach was needed to ensure such an incident never occurred within their ranks. Clearwater Police Major David Dalton, who possesses both undergraduate

and graduate degrees from USF, contacted the Department of Criminology about developing an empirically proven approach to safeguarding the mental health of both their sworn and professional staff – including Dispatchers, Records, Crime Scene, and other personnel. CPD had worked with Dr. George Burruss, with the Department of Criminology, several years earlier on a research survey regarding stress and coping strategies.

Discussions with the Department of Criminology (including Dr. Burruss, Dr. Bryanna Fox, Dr. Rachel Powers, Dr. Max Bromley and others) led to expanded meetings with the Florida Mental Health Institute, Dr. Kathleen Moore, and her team. The purpose of this collaboration was to identify empirically proven treatment methods for first responders, and make these available to law enforcement officers not only in Clearwater, but throughout the Tampa Bay Area. As Dr. Moore and her team began exploring response strategies, additional law enforcement agencies gained interest, in an effort to drive response throughout our region. The Tampa Police Department and the St. Petersburg Police Department began their participation and ultimately rated a pilot program geared toward educating police personnel on the warning signs of stress and mental health crisis within the law enforcement profession, which is intended to be delivered to all first responders throughout our region.

Though this project is ongoing, this crucial partnership between the Florida Mental Health Institute and community law enforcement agencies will serve to better the lives of our first responders and, ultimately, improve service delivery to all of the visitors and residents of our community. Critical to this program's ongoing success is the strong relationship between USF researchers and community practitioners, both of which have a drive to positively influence the safety and health of our region. ■



Members of the Clearwater Police Department's Officer Friendly Book Club.  
Chief Daniel Slaughter and Major David Dalton

# Community Connections

## The Hillsborough County Sheriff's Office Behavioral Resources Unit

The Hillsborough County Sheriff's Office Behavioral Resources Unit is proud to be a partner with USF's Florida Mental Health Institute. The Behavioral Resources Unit was developed within the last year to have specialized deputies and licensed clinicians conduct follow-up contacts on calls for service related to people that have had several Baker and/or Marchman Acts in a specific period of time and/or require additional resources as a result of mental health and/or homelessness issues. The Behavioral Resources Unit's goal is to assist the person that is in crisis with a referral to services to help divert them from future contact with the criminal justice system.

The Behavioral Resources Unit is an interdisciplinary unit of behavioral health and homeless initiative law enforcement deputies, licensed clinical social workers, licensed mental health counselors, and civilian support staff, whose mission is to identify, through proactive and reactive methods, at-risk community members

within the mental health and homeless populations of Hillsborough County. Our priority is to provide them with intervention and guidance to case management assistance. The goal is not only to prevent potentially violent encounters and mitigate risk within our community, but to further safeguard those who are most in need of services. The Behavioral Resources Unit works with local, state, and federal law enforcement officials, the court system, mental health providers, and county social services to ensure that a comprehensive approach towards community behavioral health is pursued.

The Florida Mental Health Institute and the Hillsborough County Sheriff's Office have had a long, working relationship on how to better our response as a community to these issues. We participate as guest lecturers for classes related to mental health at USF and communicate on a regular basis on issues and experiences within our community. The only way that we can assist in solving these issues is to work together. ■



*Assisting people in crisis with referrals to services, diverting them from future contact with the criminal justice system*



***Specialized deputies and licensed clinicians conduct follow-up calls.***



# Community Connections



## Using Behavioral Health Units to co-respond to mental health-related or social welfare calls

## Tampa Police Department

**M**ayor Jane Castor established the Mayor's Community Taskforce on Policing for local leaders, activists, and subject-matter experts to have important conversations and collaborate about improving the Tampa Police Department and strengthening its relationship with the community. University of South Florida Associate Criminology Professor, Dr. Bryanna Fox, led the group meetings that focused on the future of policing in Tampa. The group used five pillars of the 21st Century Policing as their framework and identified 17 key findings to enhance the Tampa Police Department. One of the recommendations was to "hire trained mental health experts and social workers to co-respond to mental health-related or social welfare calls."

Immediately, the Tampa Police Department went to work to research and create a Behavioral Health Unit. Leaders within the department, recognizing that law enforcement is not the expert on Behavioral Health, sought the expertise of Dr. Kathleen Moore, FMHI Executive Director and Research Professor

in the Department of Mental Health Law & Policy and Ms. Clara Reynolds, President & Chief Executive Officer of the Crisis Center of Tampa Bay. Together, a blueprint for a program was created for a Behavioral Health Unit. Realizing that a key component of the programs success would require buy-in from local behavioral health and substance abuse providers, the department engaged BayCare Behavior Health, Northside Mental Health Center, Grace Point, DACCO Behavioral Health, and the Agency for Community Treatment Services (ACTS) in our planning.

The results of our extensive collaboration produced a Behavioral Health Unit comprised of four Crisis Intervention Response Teams (CIRT) teams. Each team will have a sworn law enforcement officer and a licensed mental health professional, and will be partnered together to respond to behavioral health-related calls. While the officer and the mental health professional will work together as a team, the mental health professional will take the lead role on behavioral health-related calls. The decision to complete a Baker Act will lay on the health professional. Additionally, the CIRT team will work with case managers dedicated to the police department that are embedded within each of the 4 major behavioral health / addiction providers within our county to ensure a warm hand off to the provider. The CIRT team will conduct follow-ups on clients that they engage with the goal of making sure the client stays connected to services for the best possible outcome.

The major goals of the program are to reduce the number of calls for service that our patrol officers respond to related to behavioral health, reduce recidivism of Baker Acts, prevent unnecessary incarceration and/or hospitalization of individuals in crisis, and to reduce deadly force encounters with individuals that are experiencing a behavioral health crisis. ■



# Campus Programs and Centers

## USF Master's in Criminal Justice Administration (MACJA) Program



The Master's degree in Criminal Justice Administration in the College of Behavioral and Community Sciences welcomed its 17th cohort this Fall semester. The weekend-based program was developed specifically for criminal justice professionals currently active in their field of study. The program was created around a primary goal of developing problem-solving skills in criminal justice practitioners. To date, the program has successfully graduated 317 students, many of whom have had their "problem-solving proposals" applied in their agencies. Over the years, students in the programs have represented 80 different criminal justice agencies. Among them are local, state, and federal agencies, with approximately 50% directly from law enforcement. Many of their graduates serve in leadership roles post-graduation, including 5 graduates who have been elected as board president for the Tampa Bay Area Chief of Police Association.

The MACJA program and FMHI have collaborated on initiatives and community-based programs for many years. Their most recent partnership has been on developing and helping implement the new Behavioral Health Unit within the Tampa Police Department. This unit is tasked with the handling of behavioral health-related calls for service, with the goal of connecting clients with appropriate treatment providers. Dr. Max Bromley is the program director of MACJA, and he values the importance of equipping his graduate students with the understanding of the overlap between individuals with mental health concerns and the criminal justice system. The students in his program are required to take courses that address the mental health needs of the community. In addition, Dr. Bromley incorporates courses led by Dr. Kathleen Moore (Research Methods) and Dr. Lorie Fridell on implicit bias (Advanced Seminar in Law Enforcement). ■

**317 students  
have graduated  
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# Campus Programs and Centers

## Center for Justice Research & Policy (CJRP)

***Applying rigorous research and evaluations to enhance the evidence base of policing, corrections, and court practices***

**C**JRP, led by Dr. Edelyn Verona and Dr. Bryanna Fox, at the University of South Florida hosts an interdisciplinary team of scholars and practitioners focused on the studies of crime, violence, and criminal and social justice policy. It is the first of its kind in Florida, and was recently approved by the Board of Governors as a state-level center. The CJRP's goal is to apply rigorous research and evaluations to enhance the evidence base of policing, corrections, and court practices.

Evidence-based policy change and action can improve the justice system. Our comprehensive approach at the CJRP emphasizes collaborations across multiple fields, and between scientists and practitioners, to ensure that innovative strategies are developed, tested and implemented, help reduce crime and incarceration, promote safe communities and equitable justice, and improve outcomes for persons at risk of being involved in the justice system.

At the CJRP, we believe rigorous and objective research methods should be used to gather a strong and sound evidence-base on criminal justice practices, policies, and public beliefs.

We also aim to use this work to develop and implement practices and policies that reflect the findings of our high-quality research and findings.

The Center for Justice Research & Policy (CJRP) pursues several missions across research, training, teaching, public service, and community outreach. The center has established relationships with various partners in law enforcement, government, courts, social justice programs, and mental health and medicine in Tampa Bay. CJRP lays the groundwork for moving beyond academic silos and science-public communication gaps to allow for innovative ideas that produce practical results. Directors, Dr. Edelyn Verona and Dr. Bryanna Fox, have also been awarded funding to implement and evaluate policing reforms in the city of Tampa. These resources advance CJRP's initiatives related to innovating practices in corrections and policing. CJRP plans to offer annual training events to community partners on topics including policing and bail reform, crisis intervention, drug treatment, court services, risk assessment, re-entry planning, drug market and violent crime interventions, and public opinion. Through these efforts, the center will play a critical role in promoting the use of sound and evidence-based practices and developing policy based on the latest research and sound social consensus. ■

Please visit  
[www.usf.edu/CJRP](http://www.usf.edu/CJRP)  
for more information



CJRP Directors: Dr. Edelyn Verona and Dr. Bryanna Fox

# Campus Programs and Centers

## Criminal Justice, Mental Health, & Substance Abuse Technical Assistance Center (CJMHSATAC)

The Criminal Justice, Mental Health, and Substance Abuse Technical Assistance Center (CJMHSATAC), is established in Section 394.659, F.S. to support training and technical assistance (TA) needs for grantees of the Florida Department of Children and Families (DCF) CJMHSATAC Reinvestment Grant Program. The CJMHSATAC is housed within the the Department of Mental Health Law & Policy at the University of South Florida (USF). The CJMHSATAC is supported by two full-time staff, three part-time staff, and a cadre of more than 20 subject matter experts in areas related to the intersection of mental health, substance use, and criminal/juvenile justice services and systems. In July 2021, the CJMHSATAC commenced a new five-year contract to continue providing training and technical assistance to the DCF CJMHSATAC Reinvestment Grant Program.

The CJMHSATAC also provides a diverse array of options for training and TA events. Services are ever evolving and adapting to emerging best practices and community priorities. Between 2016 and 2021, the CJMHSATAC conducted 63 TA events. These formal events were attended cumulatively by 1,208 participants.



CJMHSATAC facilitators, Abby Shockley, Katelyn Melendez, Nickie Zenn, and Michele Saunders mapping the Volusia County behavioral health and juvenile justice systems



Abby Shockley, Director of the CJMHSATAC identifying community priorities at the Volusia County Juvenile SIM.

### Sequential Intercept Mapping

Sequential Intercept Mapping (SIM) is a large part of the work conducted by the CJMHSATAC. The Sequential Intercept Model was developed by Policy Research Associates and promoted by SAMHSA's GAINS Center as a strategic planning framework to detail how individuals with mental health and substance use disorders encounter and move through the criminal justice system. The model identifies six key points for “intercepting” or interacting with individuals who have behavioral health issues, and links them to services and supports that prevent further penetration into the criminal or juvenile justice system. The six intercept points are Community Services, Law Enforcement and Emergency Services, Initial Detention and First Appearance, Jails and Courts, Re-entry, and Community Corrections.

Many CJMHSATAC planning grantees convene a SIM workshop to assist with the development of their strategic plan. While the resulting map and action plan are beneficial roadmaps for grantee communities, stakeholder involvement in the SIM is critical to the success of strategic planning and ongoing implementation efforts.

***The key intercept points for those with behavioral health issues are:***

- Community Services***
- Law Enforcement and Emergency Services***
- Initial Detention and First Appearance***
- Jails and Courts***
- Re-entry***
- Community Corrections***

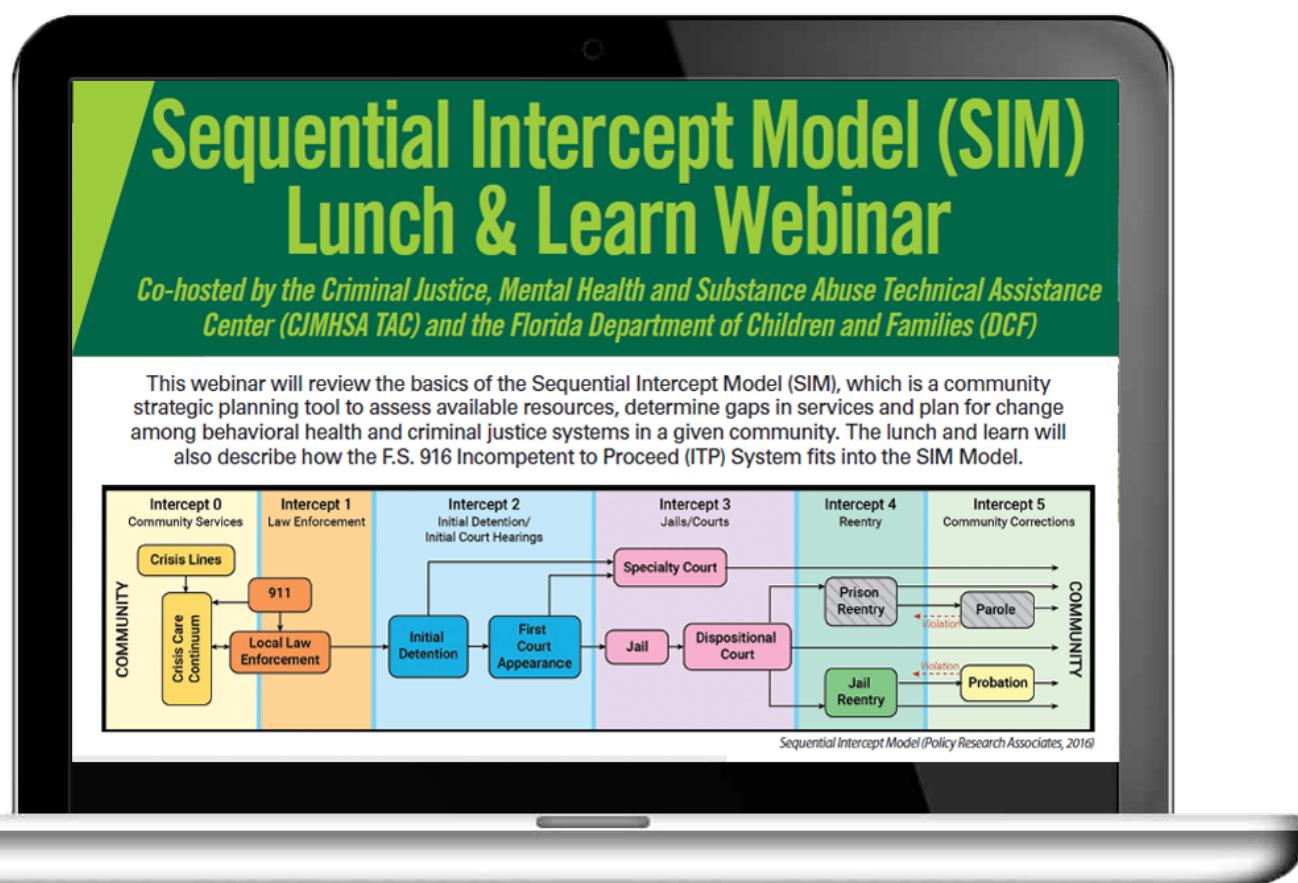
# Campus Programs and Centers

## CJMHSATAC Opportunities

The CJMHSATAC is eager to continue to support the ongoing needs of Reinvestment Grant Program communities. Recognizing that the fields of criminal justice and behavioral health are at pivotal points of evolution and resourcing, there is tremendous potential for Florida's Reinvestment Grant communities to be pillars of innovation and champions of system transformation that are recognized both state and nationwide. Future goals for the Center include increased involvement in data and evaluation related technical assistance to ensure that grant program impacts can be formally assessed and promoted. With increased evaluation-related TA, the CJMHSATAC is hopeful that a compelling case can be made to demonstrate grant impacts on community criminal justice spending and positive recovery and well-being outcomes for program participants.

## Recent Events: May 2021 Sequential Intercept Mapping Facilitator Training

The CJMHSATAC is also expanding its roster of subject matter experts in traditional and emerging areas of best practice. Not only to ensure that there is a robust menu of options, but also that there is diversity in gender, age, and race of those providing consultation. Additionally, the CJMHSATAC is building up its internal capacity to evolve its SIM process to include opioid and juvenile SIM mapping events. Finally, the CJMHSATAC hopes to support DCF with special technical assistance requests as they arise based on community and state needs. ■



# Campus Programs and Centers

## Stigma Action Research (STAR Lab)

**D**r. Kristin Kosyluk, Assistant Professor of Mental Health Law & Policy and Faculty Affiliate of the Louis de la Parte Mental Health Institute and Co-Principal Investigator, Dr. Jerome Galea of USF's School of Social Work, were awarded a grant in 2020 from the University of South Florida's Pandemic Research Response Network to mitigate the impact of COVID-19 on COVID first responders (emergency personnel, doctors, nurses, and other front liners). This work acknowledges the incredible toll that the pandemic has had on the first responder community—a community already at higher risk for poor mental health and suicide prior to the pandemic—and aims to mitigate this impact. The premise of this work is the fact that the COVID pandemic has exacerbated existing mental health conditions and led to the onset of new conditions among the entire population, and that first responders have endured a particularly extreme burden on their mental health. As opposed to developing a new intervention to address the increasing needs for mental health services among the first responder community, Kosyluk and Galea aim to develop a chatbot technology that can screen and refer COVID first responders to existing, appropriate mental health services that match their needs and preferences. The use of chatbot technology for screening and referral may help to alleviate some of the burden on the strained behavioral healthcare system. Additionally, the use of confidential chatbot technology may help connect individuals who are avoiding mental health services due to the stigma surrounding mental illness and mental health resources.

The objectives of this project included mapping existing mental health services at varying intensities and modalities best suited to meet the mental health needs of responders and developing and pilot testing for feasibility and acceptability a prototype chatbot mental health service pathway navigator among

a sample of COVID-19 responders. Kosyluk, Galea, Project Coordinator and USF Master of Social Work Student, Tanner Baeder, and a team of community and scientific partners completed three iterative rounds of modifications to the chatbot between September 2020 and September 2021, incorporating feedback from first responders as well as other community stakeholders (people living with mental health conditions, providers, managing entities, and mental health advocates). The product of this work is a chatbot that is likely to be acceptable to the first responder community and able to help mitigate the mental health impact of the COVID-19 pandemic on first responder mental health. The project team is currently working to secure additional funding to continue this work, expand the reach of the chatbot, and further test its feasibility and acceptability for addressing first responder mental health. ■



**Dr. Kristin Kosyluk**  
Assistant Professor, USF  
Department of Mental Health  
Law & Policy

***Mitigating the impact of COVID-19 on first responders using confidential chatbot technology***



# Around the Corner

## Fall Colloquium – Mayor’s Community Taskforce on Policing

During this year's event, we will provide an update on the Mayor's Community Taskforce on Policing, where are we now, what progress has been made over the last year, and what needs to be addressed in the future. The focus of this colloquium will be on updates to the task force initiatives including research that supports several of the recommendations. Discussions will be focused on

building trust and legitimacy, community policing and crime reduction, re-envisioning policing, followed by a Q&A session that will be led by USF faculty and Tampa community partners. The event will take place, virtually, on Friday, October 1st.

Please visit <https://bit.ly/TaskforceonPolicing> to register for the event. ■



**Mayor's Community Taskforce on  
POLICING**

**Friday, October 1, 2021 9:00–11:00 AM**

*Virtual Event via MS Teams—Link will be sent to registrants*

During this year's event, we will provide an update on the Mayor's Community Taskforce on Policing, where are we now, what progress has been made over the last year, and what needs to be addressed in the future. The focus of this colloquium will be on updates to the task force initiatives including research that supports several of the recommendations.

**Featured Presentations**

**Introduction and Overview**

Mayor Jane Castor City of Tampa  
Bryanna Fox, PhD Associate Professor, USF Dept of Criminology

**Building Trust and Legitimacy**

Richard Moule, PhD Assistant Professor, USF Dept of Criminology

**Community Policing and Crime Reduction**

Micah Johnson, PhD Assistant Professor, USF Dept of Mental Health Law & Policy  
Ray Wong City of Tampa Mayor's Hispanic Advisory Council

**Re-envisioning Policing**

Kathleen Moore, PhD Director, Florida Mental Health Institute, Research Professor, USF Dept of Mental Health Law & Policy  
Lt. Samuel K. Rojka, Officer Lucas Lucchini, & Kathy Roberts, PhD Tampa Police Department

**Register at:** <https://bit.ly/TaskforceonPolicing>

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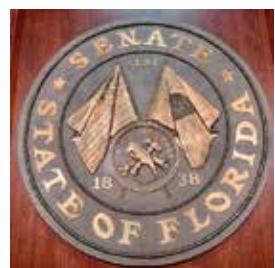
## Commission on Mental Health and Substance Abuse

Earlier this summer, Dr. Kathleen Moore (Executive Director of FMHI), was asked to serve on the Florida Commission on Mental Health and Substance Abuse. The purposes of the commission are:

- **To examine the current methods** of providing mental health and substance abuse services in the state and to improve the effectiveness of current practices, procedures, programs, and initiatives in providing such services;
- **Identify any barriers or deficiencies** in the delivery of such services; and
- **Recommend changes to existing laws, rules, and policies** necessary to implement the commission's recommendations.

The Commission is composed of 19 members from across the state in key positions including treatment, law enforcement, child welfare, criminal justice, as well as other important key entities within the mental health and substance abuse systems.

The Commission will work to conduct a review and evaluation of the management and functioning of the existing publicly supported mental health and substance abuse systems and services in the department, the Agency for Health Care Administration, and all other departments which administer mental health and substance abuse services. They will consider the unique needs of persons who are dually diagnosed and address access to, financing of, and scope of responsibility in the delivery of emergency behavioral health care services. Gaps will be identified within the provision of mental health and substance use disorder services and recommendations will be made regarding the mission and objectives of state-supported mental health and substance abuse services and the planning, management, staffing, financing, contracting, coordination, and accountability mechanisms which will best foster the recommended mission and objectives. ■



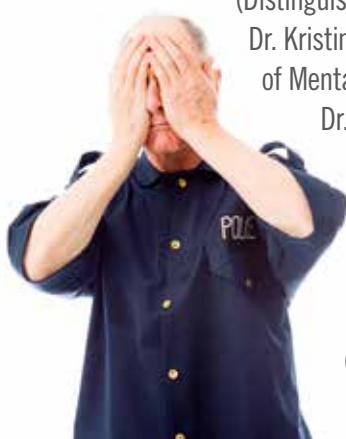
*Working to review and evaluate the management and functioning of existing publicly supported mental health and substance abuse systems and services*



# Around the Corner

## Police Mental Health Wellness Training

**E**arlier this year FMHI faculty members piloted a training initiative on Police Wellness. This initiative was led by Dr. Kathleen Heide (Distinguished Professor of Criminology), Dr. Kristin Kosyluk (Assistant Professor of Mental Health Law & Policy), and Dr. Kathleen Moore (Executive Director of FMHI). The Police Wellness training included an extensive background on the evolution of policing, effects of trauma, coping strategies for PTSD,



insight into stigma and barriers to care seeking, and resources options. Law enforcement officers need to be protected against mental, physical, and emotional health problems that may occur as a result of experiencing secondary trauma from daily calls. Support and officer safety is vital to the discussion of the mental and emotional well-being of law enforcement officers and all first responders. The Police Wellness Training initiative team has been piloting the training with local law enforcement officers and 911 dispatchers. The team plans to continue training local and state first responders in the coming months. ■

The image shows a smartphone displaying a presentation slide. The slide has a green header with the University of South Florida logo and the text "UNIVERSITY OF SOUTH FLORIDA". Below the header, the title "Meet Your Presenters: Policing in the 21<sup>st</sup> Century" is displayed. Three speakers are introduced with their names and titles:

- Kathleen Heide, Ph. D.**  
Distinguished University Professor of Criminology and Faculty Affiliate of the Louis de la Parte Florida Mental Health Institute, College of Behavioral and Community Sciences
- Kathleen Moore, Ph. D.**  
Executive Director of the Louis de la Parte Florida Mental Health Institute, College of Behavioral and Community Sciences
- Kristin Kosyluk, Ph. D.**  
CRC, Assistant Professor of Mental Health Law & Policy and Faculty Affiliate of the Louis de la Parte Florida Mental Health Institute, College of Behavioral and Community Sciences

# Special Thanks

## A Special Thanks to our Donors

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