

Improving Interactions Between Law Enforcement + People Who Use Drugs
Codesign Session 1 Template
3 hours

Session Purpose Statement: Begin to build relationships and create a learning space to discover how to improve interactions between law enforcement and people who use drugs.

Session objectives aim to:

1. Build relationships across law enforcement and people with lived experience;
2. Build trust and unearth common ground;
3. Identify current challenges and gaps within the system and what might get in the way of creating systemic change;
4. Identify emerging opportunities, shared values, and hoped-for outcomes that would inspire participation;
5. Co-Develop a preliminary vision statement from the collective group, with a list of barriers to shared vision;
6. Identify shared values across the co-design team.

High Level Agenda

- Welcome framing and flow of our shared work
- Introductions
- Co-develop Group Agreements for ongoing work
- Get to know each other - identify hoped-for outcomes
- Small Group Dialogue Rounds
 - What is the origin story of your desire to be of service?
 - What are our shared values?
 - What is our vision for success for our community?
 - What might get in the way of our success? What are possibilities?
- Closing Reflections

About the project

[Link to overall design process](#)

Legislative funding was allocated to the Addictions, Drug and Alcohol Institute (ADAI) at UW to develop regional strategies to improve law enforcement interactions with people who use drugs. This proposal expands upon another law enforcement training developed for the Basic Law Enforcement Academy (BLEA), which examines statewide training, but not interactions at the regional level.

For this project, we are collaborating with three sites in Washington State to support the development of a regional strategy to improve interactions between law enforcement and people who use alcohol and drugs. The goals of these strategies will ultimately be determined by sites, but likely will aim to: a) foster relationships among law enforcement, people who use alcohol and drugs, and other community members (e.g., service providers); b) decrease stigma toward people who use alcohol and drugs; c) create an environment for multidirectional learning; and d) develop a regional toolkit for law enforcement and first responders to help

people who use alcohol and drugs (e.g., regional referrals for people who use alcohol and drugs).

We will use a policy codesign process to help each site develop their own regional strategy and evaluation plan. Policy codesign aims to develop policies from “the ground up” that are tailored to local needs and promote community ownership (these are the 6-8 policy codesign sessions). Dana Pearlman will help guide team members through a series of activities that build relationships, identify a shared goal, and problem solve solutions. Design team members that attend will include local law enforcement, people with lived/living experience of substance use and legal involvement, and service providers.

Materials:

- Easel
- Flip Chart paper for posters
- Markers - five colors
- Post it half sheets (half a sheet of paper size) - multi-colored
- Post it notes (normal size), maybe 4-5 pads
- Pens – box of 12

Print/Prepare:

- Agenda
- [Flow/objectives/purpose](#)
 - Top 3 challenges and top 3 opportunities template from LE and PWLE level setting meetings (see below in agenda for example)
- Posters
 - 4 Levels of Listening and Talking or 4 Fold Practice
 - Group Agreements
 - Dialogue rounds Qs on paper

Host + Time	Module Description	Set Up + Material Notes
Welcome folks and set the context 10 min	<p>Welcome, framing and flow</p> <p>Purpose of the project + today’s meeting, objectives What do they hope to get out of the session? -Is there something not on here that you hope to accomplish today? -Not here to talk about each other’s faults - here to acknowledge the challenges and lift up the opportunities</p> <p>Introduce empirical evidence that can be woven in as needed</p> <p>Brief introductions - name and organization or lived experience</p> <p>Share challenges, opportunities of LE + PWLE from level setting meetings, i.e. relationship building (see below for template)</p> <p>Regions’ Top 3 Challenges and Opportunities Template</p>	

	<table border="1"> <thead> <tr> <th data-bbox="280 243 410 302">Region</th> <th data-bbox="410 243 696 302">Top 3 Challenges</th> <th data-bbox="696 243 1317 302">Top 3 Opportunities</th> </tr> </thead> <tbody> <tr> <td data-bbox="280 302 410 363">LE</td> <td data-bbox="410 302 696 363"></td> <td data-bbox="696 302 1317 363"></td> </tr> <tr> <td data-bbox="280 363 410 443">PWLE</td> <td data-bbox="410 363 696 443"></td> <td data-bbox="696 363 1317 443"></td> </tr> </tbody> </table>	Region	Top 3 Challenges	Top 3 Opportunities	LE			PWLE			
Region	Top 3 Challenges	Top 3 Opportunities									
LE											
PWLE											
15 min	<p>Trust + Listening is key to co-creating the future.</p> <p>Orientation to the need to build trust in this process and the day is planned around activities that aim to do that; and an overview of Theory U and how the process seeks to create systemic transformation rather than quick fixes.</p> <p>This requires seeing things in new ways, working with and across diverse stakeholder groups and letting go of what you think you know about what is currently happening and opening up to new possibilities.</p> <p>3 enemies to innovation - Voice of judgment, cynicism, and fear. Opening up the mind, thoughts, and having willingness to do things in new ways.</p> <ul style="list-style-type: none"> - Ex: In some of our initial meetings (with you, LE), we thought outside of the box of what a new system could be <p>4 Levels of listening and talking framework - co-creating conditions for listening</p> <p>Think about a time you felt deeply listened to - <i>What conditions that create empathic listening?</i></p>										
20 min	<p>Group agreements - what agreements will enable deeper levels of trust, listening (empathic and generative) so that everyone can fully contribute their perspective?</p> <ul style="list-style-type: none"> - We all have the shared experience of not feeling heard - Can be verbal and nonverbal - What words show you aren't listening - "but", etc. - Is okay to not agree and still listen? - Recognizing where you might get stuck/hard to move on <p>Recall a time where you were able to fully participate and felt you were being heard, recognized and valuable for their contribution.</p> <p>What were the conditions that created that? To develop group agreements</p> <p>Offer 3 or 4, then have them co-create additional agreements. *See this list here for ideas- https://nesawg.org/conference/community-agreements</p>	Flip chart/whiteboard									
90 min	<p>3 Small Group Dialogue rounds of mixed groups of 3 or 4</p> <p>Q1: Framing up the goal of building trust to systems change Relationship — Possibilities — ACTion</p>	Small mixed groups of 4 Tables with paper and pens/markers									

	<p>The tendency to get to action/fixers</p> <ol style="list-style-type: none"> 1. (25 min) What is the origin of your call to service? <ol style="list-style-type: none"> a. (5 min) Co-create a list of values you heard reflected in your stories for report out b. (10 min) Report out values - make a map/cluster of values for our shared foundation <p>Rotate to new group</p> <p>If we are successful, the future will be different.</p> <ol style="list-style-type: none"> 2. (20 min) Imagine into the future 3 years from now, when our work is successfully supporting the community - what would the headline + subheading of the newspaper say when we reach success? <ol style="list-style-type: none"> a. (10 min) Report out, collect these as harvest <p>Rotate to a new group</p> <ol style="list-style-type: none"> 3. (15 min) Make a list of possibilities for the future and challenges we might confront from our shared work <ol style="list-style-type: none"> a. (10 min) Report out, collect these as harvest 	<p>Rotate to new groups in each rounds</p> <p>Have someone take notes and fill out templates</p>
10 min	<p>Next steps</p> <p>We will meet every 3 weeks/every other week Your participation is essential to what emerges in the work Be in touch with any questions</p> <p>HW: Do 1-3 1:1 learning conversations with each other to get to know each other; would be ideal to pair up folks with Lived experience and LE to have a 1:1 empathy walk;</p>	<p>Pair folks up for 1:1 learning conversations beforehand</p>
10 min	<p>Closing reflections - what did you learn today that you didn't know before you came?</p> <p>Could do a group haiku in groups of 4</p> <p>I learned... I felt... I am committed to... Report out</p>	