

**Improving Interactions Law Enforcement + People who Use Drugs**  
**in-person session**  
**3 hours**

**Session Purpose Statement:** Build relationships and learn from each other how to improve interactions between law enforcement and people who use drugs in our local context.

**Session goals** aim to:

1. Build relationships across law enforcement and people with lived and living experience: intentionally begin to build trust and find common ground,
2. Co-Develop a preliminary vision statement from the collective group,
3. Identify shared values across the co-design team, and
4. Create a desire to “come back” and see this through to the end.

**OVERALL Purpose:** To create solutions to improve interactions between Law Enforcement (LE: police, criminal legal system) and People with Living and Lived Experience of drug use (PWLE) that consider the challenges and opportunities of your unique community.

Examples from previous communities include developing and delivering an Officer Wellness Curriculum, Videos that demonstrate success stories of PWLE + LE, SPARK Letters - offering reentry support to those entering jails, Forming an ongoing working group + collaborative - we are here to collectively pinpoint your local challenges + solution to test and go do it. But first build relationships.

**Overarching goals** for the entire project:

- Cultivate ongoing curiosity
- Build meaningful connections and relationships
- Learn about challenges others face in their position/role/lives
- Learn a new layer of the complexity of someone's humanity + lived experience that has been easy to overlook or ignore
- Increase capacity for hope
- Create relevant and meaningful solutions that address the local concerns, challenges, and opportunities

**High Level Agenda:**

- Welcome framing and flow of our shared work
- Theory U - our process for change
- Introductions + milling/triads
- Co-develop Group Agreements for ongoing work
- Small Group Story Sharing Rounds
  - Why did you say YES to joining this project? Why Now?
    - What are our shared values?
  - What is our vision for success for our community? Newspaper Headlines 2025
- Next Steps

- 1:1 conversations with 3 other participants you don't know post session
- Closing Reflections 1:1 interview

**PRINT:**

- **Facilitators Agenda** (1 for each team member)
- **Participant Agenda** (one per person)
- **Post-session 1:1 interview questions** (one per person)

**Posters:**

- 4 Levels of Listening and Talking or 4 Fold Practice
- Theory U
- Systems
- Whatever the problem, community is the answer quote
- Group Agreements
- Dialogue rounds Qs on paper

**Materials:**

- Easel - local
- Flip Chart paper
- Markers - grabbed five colors 1 per person, multi-colored
- Post it half sheets (half a sheet of paper size) multi-colored
- Post it notes (normal size) - got 4 pads, 1 per person
- Pens - got a box of 12, 1 per person
- Index cards
- Facilitation photo cards (for intro/ice breaker)

Host + Time	Module Description	Tech Set Up + Material Notes
Welcoming folks and setting context  25 min	<p><b>Welcome, framing, and flow</b></p> <p>Purpose of the project + today's meeting, goals            Researcher - Introduce empirical evidence that can be woven in as needed- how to make this request; Offer to evaluate down the road</p> <p>Where is the bathroom</p> <p><b>Brief introductions</b> - name and organization or lived experience,            Ice breaker photo cards - that represent them- why you think it represents you</p> <p>Systems - u process</p> <p><b>Triads</b>            could do milling activity where they walk around the room and have conversations 1:1 or in 3s with some key questions:</p>	

	<p>- ICEBREAKERS</p> <ul style="list-style-type: none"> <li>• What do they hope to get out of the session?</li> <li>• What's your favorite thing about the area you live in?</li> <li>• What's one dish you could eat forever if you had to choose just one?</li> <li>• What topic could you give a 20-minute presentation on without any preparation that's unrelated to your job?</li> <li>• What made them say yes to joining today?</li> <li>• By the end of our work together what do they hope to see happening in the community?</li> </ul> <p>Share pertinent <b>challenges and opportunities of LE + PWLE from level setting meetings - listed on the bottom of doc</b></p>	
15 min	<p><b>Trust + Listening are key to co-creating the future</b></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; 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 (3 enemies to innovation - voice of judgment, cynicism and fear and opening up the mind, thoughts, and willingness to do things in new ways).</p> <p>-in some of our initial meetings (with you, LE), we thought outside of the box of what a new system could be</p> <p><u>4 Levels of listening and talking framework</u> - co-creating conditions for listening</p> <p>Think about a time you felt deeply listened to - <b>What conditions that create empathic listening? (group agreements - same page)</b></p>	
20 min	<p><b>Group agreements</b> - 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"> <li>-we all have the shared experience of not feeling heard</li> <li>-verbal and nonverbal</li> <li>-what words show you aren't listening - "but"</li> <li>-is okay to not agree and still listen?</li> <li>-recognizing where you might get stuck, hard to move on</li> </ul> <p>Recall a time where you were able to fully participate and felt you were being heard, recognized and valuable for their contribution- family vacations.</p> <p>What were the conditions that created that? To develop group agreements</p> <p>What are 3 or 4 we can offer then have them co-create additional agreements. See this list here for ideas- <a href="https://nesawq.org/conference/community-agreements">https://nesawq.org/conference/community-agreements</a></p>	<p>Flip chart/whiteboard</p> <p>To be used throughout</p>
15 min	<p><b>Break (this may need to go between the two rounds below)</b></p>	

Food / drink		
75 min	<p><b>3 Small Group Dialogue rounds of mixed groups of 3 or 4</b></p> <p><b>Consultant A-</b> share a story about your origin to be of service - keep it to 3 minutes to demo this for them and how long they will share  <b>Consultant B</b> - share a story about your origin to be of service - keep it to 3 minutes to demo this for them and how long they will share</p> <p>Reflect back values you heard in their stories</p> <p>Q1 Framing up the goal of building trust to systems change  Relationship — Possibilities — ACTION  The tendency to get to action/fixers</p> <ol style="list-style-type: none"> <li>1. 40 min <i>What calls you to service? What brings you here today? - take note of values emerging in each other's stories. (4 ppl / 3 ppl)</i></li> </ol> <p><b>Option 1:</b> <i>Think about a time you were in service to someone else - see if all identify with that; share a story about your service to someone and what made you show up in that way?</i></p> <p><b>Option 2:</b> <i>Why did you say YES to joining this project? Why Now? - added context spoken but not written: given that the participants in this endeavor are unlikely collaborators, share a story from your experience about why you are choosing to support this project and why it is timely for you to do so? Why do we need this response now?</i></p> <ol style="list-style-type: none"> <li>a. 5 min each: Round-robin of story shares</li> <li>b. 5 min: Co-create a list of values you heard reflected in your stories for report out</li> <li>c. 10 min: Report out values - make a map/cluster of values for our shared foundation</li> </ol> <p><b>New group (or could stay in same groups)</b>  If we are successful, the future will be different (4 ppl / 3 ppl).</p> <ol style="list-style-type: none"> <li>2. 30 min - imagine into the future 3 years from now, when our work is successfully supporting the community, what would the <b>headline + subheading</b> of the newspaper say when we reach success? <ol style="list-style-type: none"> <li>a. Report out <b>10 min, collect these as harvest</b></li> </ol> </li> </ol>	<p>Small mixed groups of 4  Tables with paper and pens/markers  Rotate to new groups in each rounds</p> <p><b>Templates?</b></p> <p>Have someone take notes and fill out templates</p>
10 min	<p><b>Next steps</b></p> <ol style="list-style-type: none"> <li>1. <b>Review Goals of our meeting - did we get there? What was missing Maybe triads - report out</b></li> <li>2. Glow and Grow - they will populate with feedback, we will not review live - we will take as a team to see what they experienced and adapt as needed.</li> </ol> <p>Post-its</p>	

	<table border="1"><thead><tr><th>Glow - highlights</th><th>Grow - improvements</th></tr></thead><tbody><tr><td></td><td></td></tr><tr><td></td><td></td></tr><tr><td></td><td></td></tr></tbody></table>	Glow - highlights	Grow - improvements							
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	<p>BONUS POINTS!:) HOMEWORK: Do 1-3 1:1 <b>learning conversations with each other</b> 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; we could pair them up ahead of time</p> <p>Next sessions etc. dates</p>									
10 min	<p><b>Closing reflections</b> One work check out</p> <p><b>Keep this for the final session:</b> <b>1:1 - 10 min</b></p> <ol style="list-style-type: none"><li>1. Beginning: What is at least one thing you hope for moving forward in this process/project?</li><li>2. Beginning: How would you describe your commitment to this process/project?</li><li>3. Beginning: How do you see or What do you believe is your role in this process/project?</li><li>4. Who here did you know before this session? (see how many new ppl folks met)</li></ol>									
10 min buffer here										

## Top 3 Challenges and Opportunities from Level Setting Meetings: Site 1

- LE: Challenges
  - 1.
  - 2.
  - 3.
- LE: Opportunities
  - 1.
  - 2.
  - 3.
- PWLE: Challenges
  - 1.
  - 2.
  - 3.
- PWLE: Opportunities
  - 1.
  - 2.
  - 3.
- SP: Challenges
  - 1.
  - 2.
  - 3.
- SP: Opportunities
  - 1.
  - 2.
  - 3.

## Top 3 Challenges and Opportunities from Level Setting Meetings: Site 2

- LE: Challenges
  - 1.
  - 2.
  - 3.
- LE: Opportunities
  - 1.
  - 2.
  - 3.
- PWLE: Challenges
  - 1.
  - 2.
  - 3.
- PWLE: Opportunities
  - 1.
  - 2.
  - 3.
- SP: Challenges
  - 1.
  - 2.
  - 3.
- SP: Opportunities
  - 1.
  - 2.
  - 3.