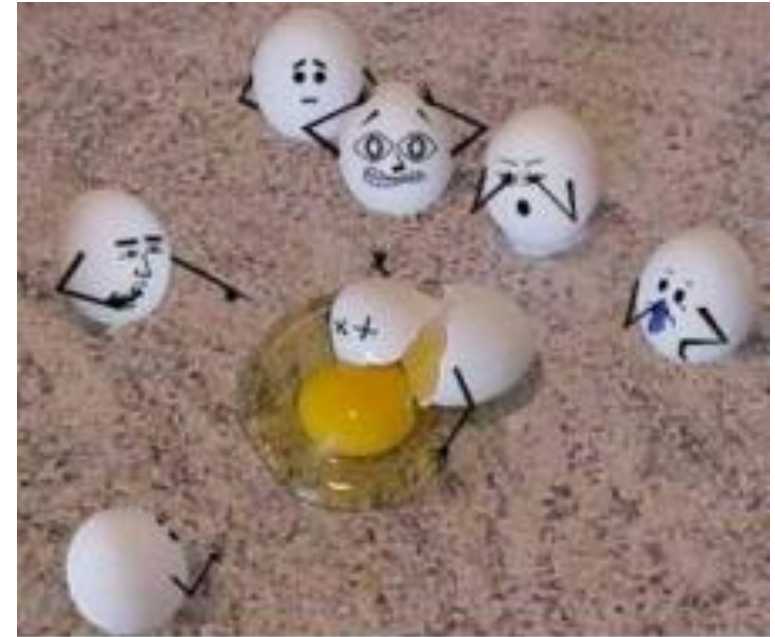




FIRST RESPONDERS

PEER SUPPORT/CISM OVERVIEW

PEER SUPPORT VS CISM



Empathic Listening

“People will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

TEAM SELECTION PROCESSES



- ❖ **Recruitment/Competition/Nomination**
- ❖ **Capturing the right demographics**
- ❖ **Psychological Screening**
- ❖ **Interviews**

TEAM TRAINING



- ❖ **ICISF for CISM training (group, advanced group, individual)**
- ❖ **Customized peer support training (IAFF, VPD)**
- ❖ **ASIST (suicide prevention)**
- ❖ **Mental Health First Aid**
- ❖ **Ongoing periodic team training**

ACTIVATING CISM OR PEER SUPPORT



- ❖ **How is it initiated?**
- ❖ **Who can initiate?**
- ❖ **How is confidentiality maintained?**
- ❖ **Where do members find info?**
- ❖ **How do teams follow up with members?**

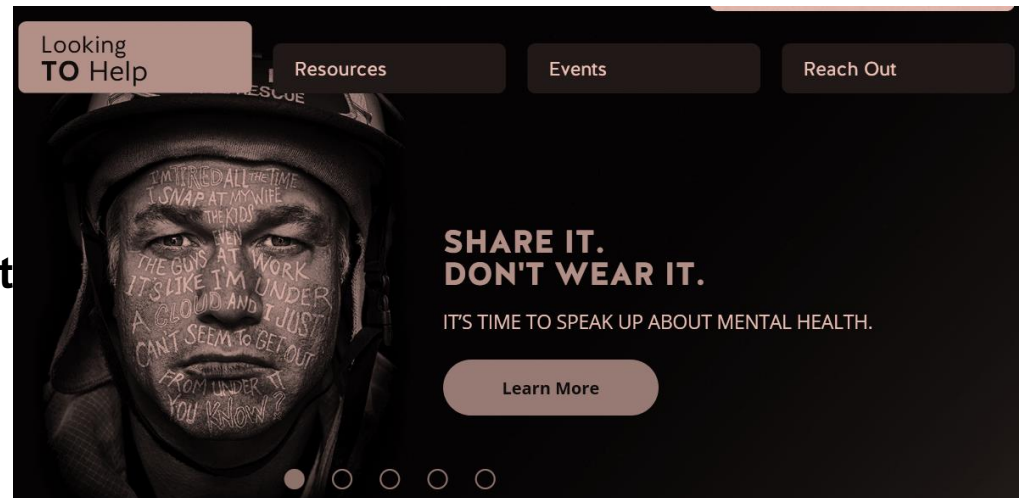
MENTAL HEALTH OVERSIGHT/SUPPORT

- ❖ **Program Oversight**
- ❖ **Support for Team Selection**
- ❖ **Periodic Safeguard Interviews**
- ❖ **Support for team members in complex situations**
- ❖ **Team Training**



RESOURCES

- ❖ **Team resources vs member resources**
- ❖ **Extended Health Benefits**
- ❖ **EAP's**
- ❖ **CIR (WorkSafe or internal)**
- ❖ **Publicly Available Mental Health Resources**
- ❖ **Chaplaincy**
- ❖ **Organizational Lists of Vetted/Occupationally Aware Clinicians (BCPFFA, VPD, BCAS)**



UPSTREAM CISM/PEER SUPPORT TRAINING



- ❖ Spouse education events
- ❖ Recruit Mental Health Awareness Training
- ❖ Supervisor/Leadership MH Awareness Training
- ❖ Periodic organization wide MH Awareness training

Metrics and Feedback

- **Maintaining Confidentiality above all**
- **Program Validation (Budgets)**
- **Interventions (CISM) vs Conversations (Peer Support)**
- **Program Feedback**
- **Compassion Fatigue Monitoring**



FINAL THOUGHTS

- ❖ **Current challenges**
- ❖ **If I could change one thing.....**
- ❖ **Lessons learned**
- ❖ **Moving forward**

