

**Project : *Mapping Resilience Pathways and Preferences for Help-Seeking among Police Services in the Context of Post-Traumatic Stress Injuries***

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- 1) Based on your catalyst grant research, what did we learn (in 1-3 sentences) that could be shared with knowledge users in reference to:
  - a. What did we learn from the research?
    - Resilience in the context of policing is complex, with many contributing factors, some linked to each other and multi-directional pathways
    - Self-rated mental health , life satisfaction and sense of community belonging were most important factors in resilience
    - Gender was not a factor in predicting resilience
    - Police members prefer to get help through informal networks such as a trusted colleague or simply by searching the internet
  - b. Why is the knowledge gained relevant academically?
    - The study uses structural equation modelling (SEM) to offer empirical evidence of some of the direct and indirect pathways that influence resilience among a sample of members of police services in Ontario ( n=236) .
    - In particular, better understanding of contributors to life satisfaction and sense of community belonging suggests one avenue to supporting resilience in this population.
    - Belonging as a factor supporting resilience opens interesting potential future research about sense of belonging to one's resident community versus one's service community, and the differences between individual social capital and community cohesion, and their effect on resilience
  - c. Most importantly, why is the knowledge gained relevant to the lives of PSP?
    - Understanding life satisfaction and community belonging's impact on resilience may allow PSP to reprioritize their wellbeing and activities outside of work, or even to ensure that they are taking the time off to which they are entitled.
    - Understanding that their peers prefer to seek help through trusted colleagues could enable PSP to prioritize learning how to recognize and respond to requests for help.
  - d. Are there practical or policy implications you would recommend based on your research?
    - The importance of life satisfaction and community belonging suggest a need for police services to take a broader approach (i.e. outside of workplace-focused supports) to supporting resilience in their members.

- As calls to reimagine policing grow, structural changes in policing can be informed with this study as it reveals the importance of the intersection of individual, community, and occupational factors. It supports prioritizing relationship building - among peers and with the community - as a way to improve individual and community outcomes. It disrupts the dichotomy of police services and community members as service users and instead situates police personnel as members of, contributors to, and influenced by the community they serve.
  - The relative unpopularity of formal peer support programs offers an opportunity for police services to re-evaluate how to optimally support their members' wellbeing.
- e. How do you see your research contributing to PSP mental health and wellness in the future?
- More investigation is needed into the existence or, as in our study, absence of gender disparities in resilience. Equally, more attention should be placed on investigating potential disparities among other intersectional identities as well as policing in diverse locations such as Indigenous communities and low income neighbourhoods.
  - Our research supports a critical reimagining of policing's relationship with the communities they serve at an individual and organizational level. It demonstrates the interconnectedness of individual police wellbeing and community wellbeing; individual relationships and community-level relationships.