



Leadership, Partnerships, Engagement, and Collaboration



Darrin T. Grondel – SVP, Traffic Safety
Killington, VT
March 26, 2024



WASHINGTON
Traffic Safety
COMMISSION



FOUNDATION FOR
ADVANCING ALCOHOL
RESPONSIBILITY.ORG

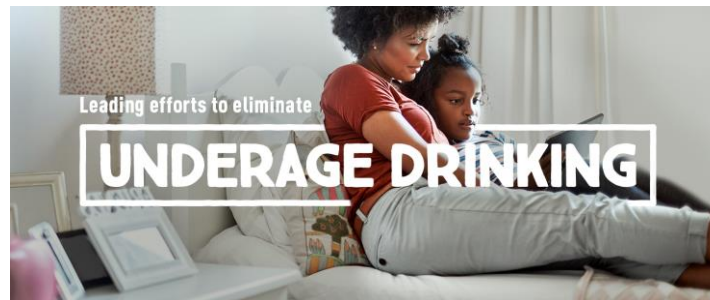


COMMITMENT TO RESPONSIBILITY

Responsibility.org members have invested nearly \$300 million in policy development, educational programs and public awareness campaigns to fight drunk driving and underage drinking.



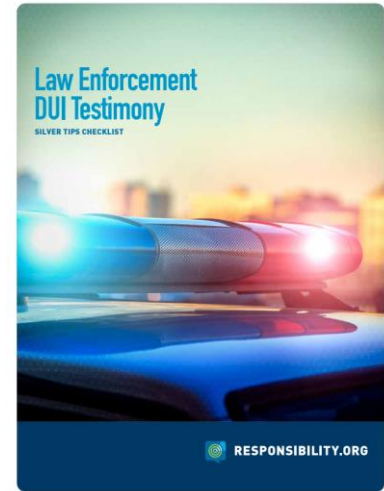
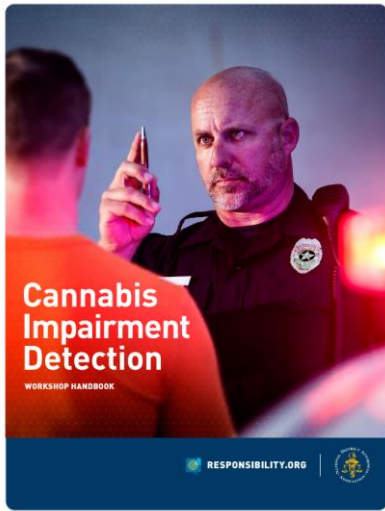
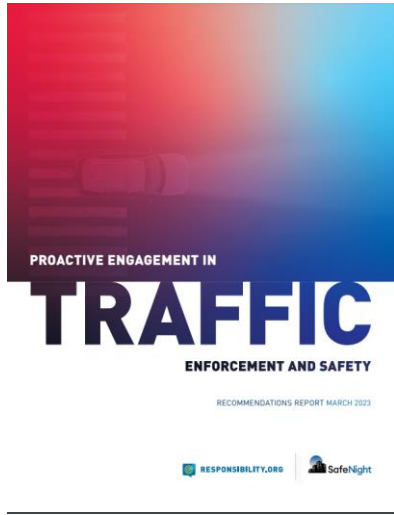
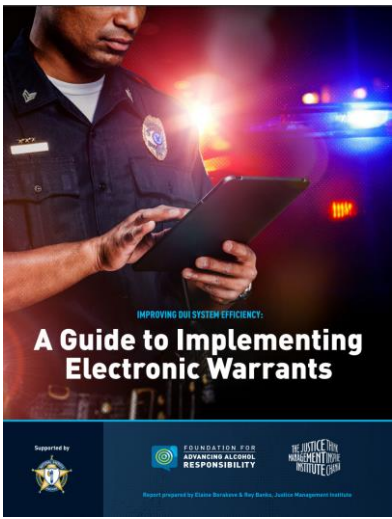
Leading efforts to eliminate drunk driving and working with others to end all impaired driving.



Leading efforts to eliminate underage drinking.

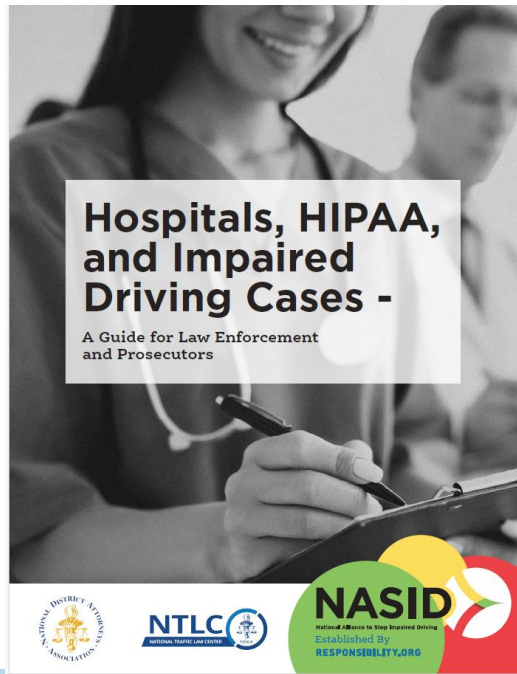
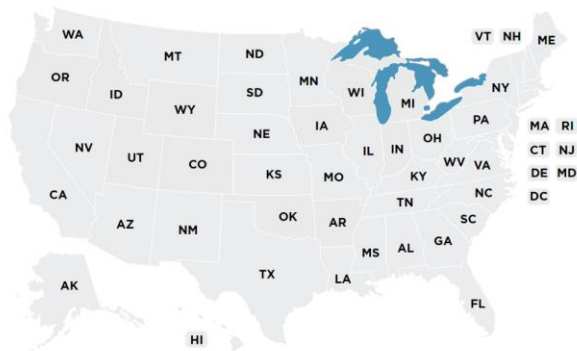


Empowering adults to make a lifetime of responsible alcohol choices as part of a balanced lifestyle.



State Laws

SELECT A STATE on the map below to view statistics about and laws relating to impaired driving.






***Leadership, Partnerships,
Engagement, and Collaboration***

- *What do hope to learn or gain from this conference?*

What are 1-2 key take aways

Vermont Highway Safety Summit



Knowledge
Acquisition



Relationship
Building



Action
Planning

INTERNATIONAL BESTSELLER

JAMES M. **KOUZES** | BARRY Z. **POSNER**

THE LEADERSHIP CHALLENGE

SEVENTH EDITION

HOW TO MAKE
EXTRAORDINARY THINGS HAPPEN
IN ORGANIZATIONS

The Leadership
Challenge
A Wiley Brand



**Better and Stronger Working
Together!**





Partnerships

Washington Traffic Safety Commission

2014 Strategic Overview and Leadership Framework



OUR STRATEGIC ANCHORS

OUR VISION: Zero deaths and serious injuries because every life counts.

OUR MISSION: Washington's Traffic Safety Commission leads statewide efforts and builds partnerships to save lives and prevent injuries on our roadways for the health, safety, and benefit of our communities.

OUR VALUES

SERVANT LEADERSHIP: We are public servants whose calling is leadership in traffic safety.

COLLABORATION: We build community by listening, inspiring dialogue, and utilizing the talents of all.

INTEGRITY: We honor our shared values through our actions and by doing what we say we'll do.

INNOVATION: We continuously challenge processes and search for better ways to accomplish our work.

LEARNING: We seek first to understand in order to gain new insights and expanded perspectives.

OUR GOALS

PEOPLE

Attract, develop, and retain a skilled and committed team.

PARTNERSHIPS

Influence through our partnerships.

PROGRAMS

Deliver collaborative and effective programs & services.

PROCESSES

Build efficient processes.

PERFORMANCE

Pursue excellence in data-driven decision making.

OUR STRATEGIES & KEY INITIATIVES

➤ Recruit & retain a diverse and talented team

➤ Be generous with growth & development opportunities

➤ Create opportunities to recognize excellence in one another

➤ Foster leadership & build collaboration

➤ Align programs and resources with the Target Zero Plan

➤ Continually evaluate programs and services

➤ Support new and innovative ideas

➤ Enhance opportunities for interaction among traffic safety community

➤ Educate stakeholders to promote awareness and support for traffic safety

➤ Create and meet superior customer service standards

➤ Use technology to standardize and improve core business processes

➤ Learn from staff and stakeholders to improve processes

➤ Improve automation and integration of diverse data and systems

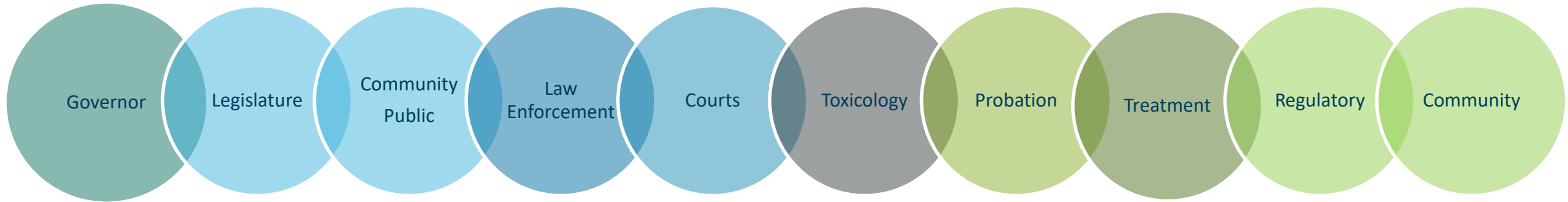
➤ Continually monitor key performance metrics

➤ Give customers timely and appropriate access to data and information

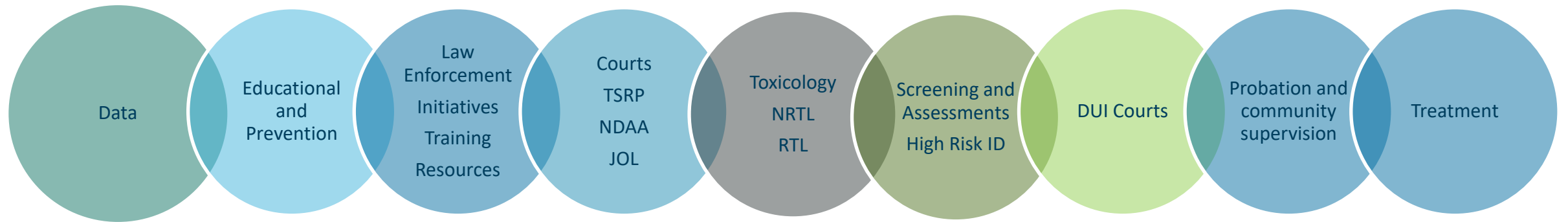
➤ Evaluate and conduct research specific and relevant to WA State



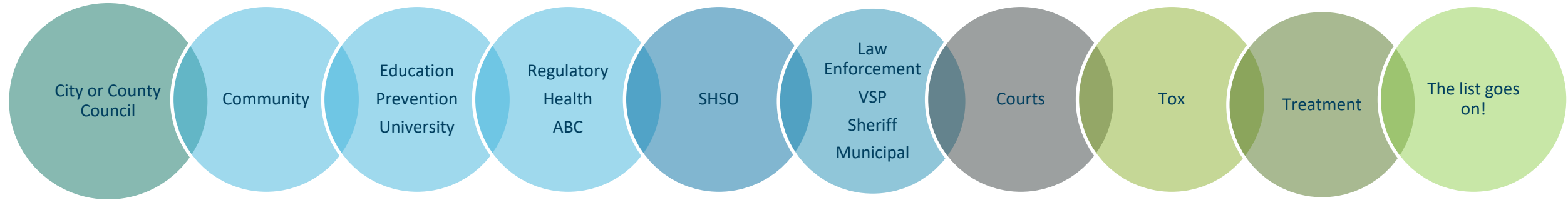
Systems Thinking



Systems Thinking



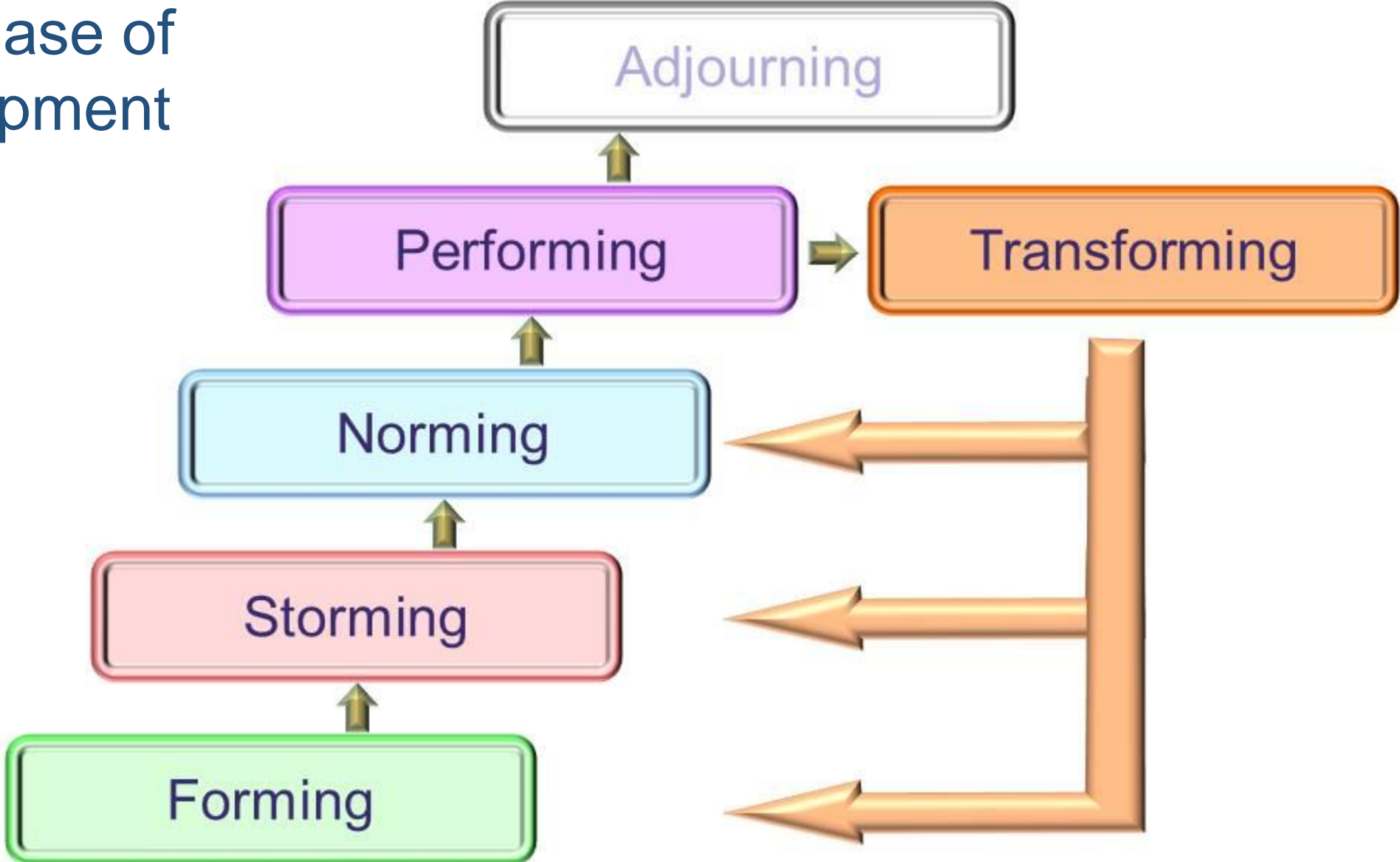
Systems Thinking



- In thinking about the partnerships in your own community, who is missing from your group?
- What traditional and non-traditional partners could/should be included?



Tuckman's Phase of Group Development



Washington State Strategic Highway Safety Plan 2019

Zero Deaths and Zero Serious Injuries by 2030

TARGET ZERO

Washington Traffic Safety Commission



J. Inslee

Governor Jay Inslee
Commission Chair

R. Millar

Roger Millar
Washington State Department of Transportation



J. Batiste

Chief John Batiste
Washington State Patrol



T. Berntsen

Teresa Berntsen
Department of Licensing



J. Wiesman

John Wiesman
Department of Health



G. A. Steele

George Steele
Judiciary Member



Chris P.S. Reykdal

Chris Reykdal
Superintendent of Public Instruction



Sue Birch

Sue Birch
Health Care Authority



Rosemary Brinson Siipola

Rosemary Brinson Siipola
Association of Washington Cities



Jim Johnson

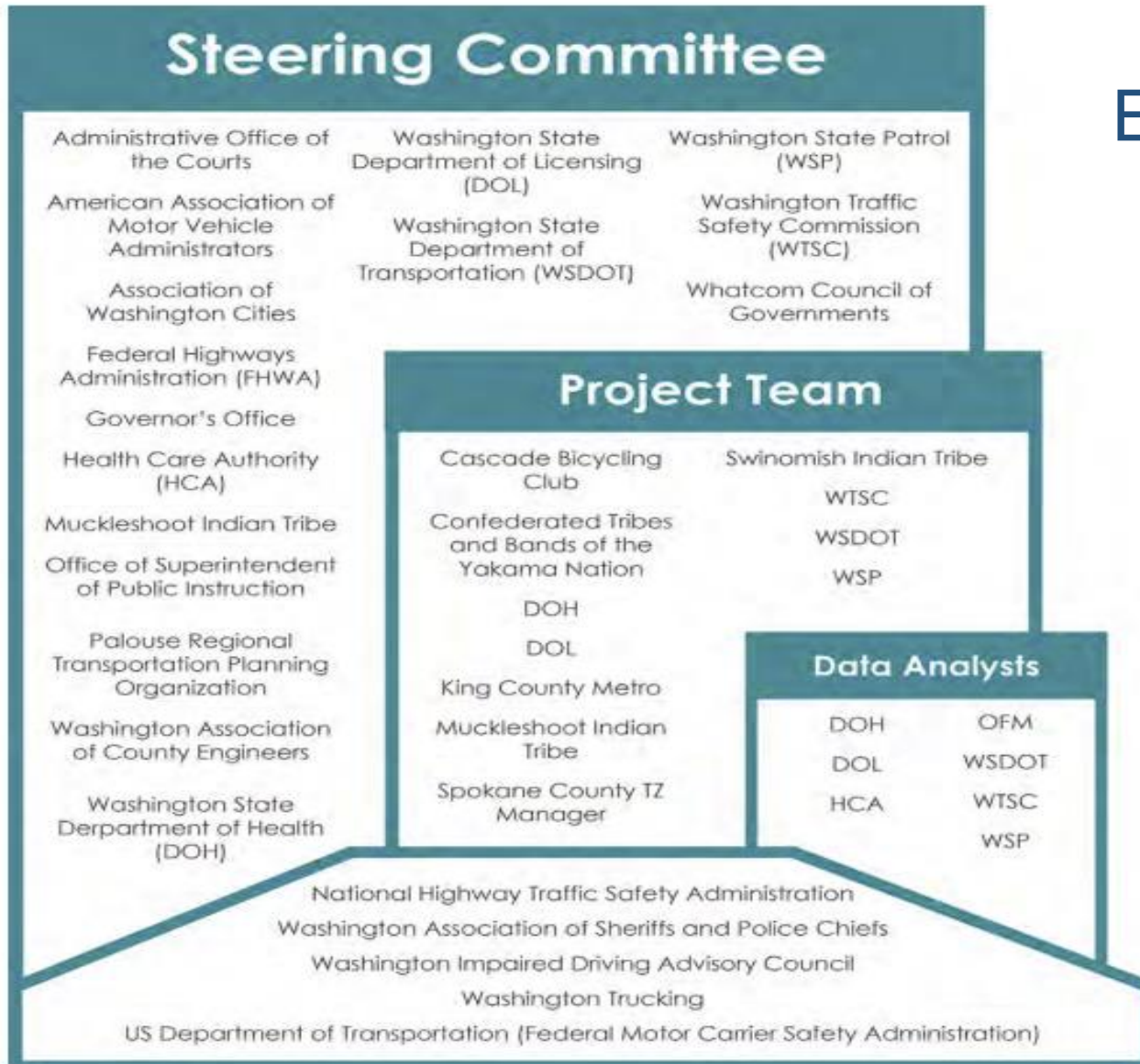
Jim Johnson
Washington State Association of Counties



Darrin Grondel

Darrin Grondel
Washington Traffic Safety Commission





Example for a partners list or ideas.



Which Traditional and Non-traditional partners?

Countermeasures
Against Prescription
and Over-the-Counter
Drug-Impaired Driving

October 2018

- PQAC - Physicians
- NQAC – Nurses
- Pharmacies

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A Safe Night Out

Strategic Planning for Restaurants, Nightlife & Entertainment Venues



SafeNight



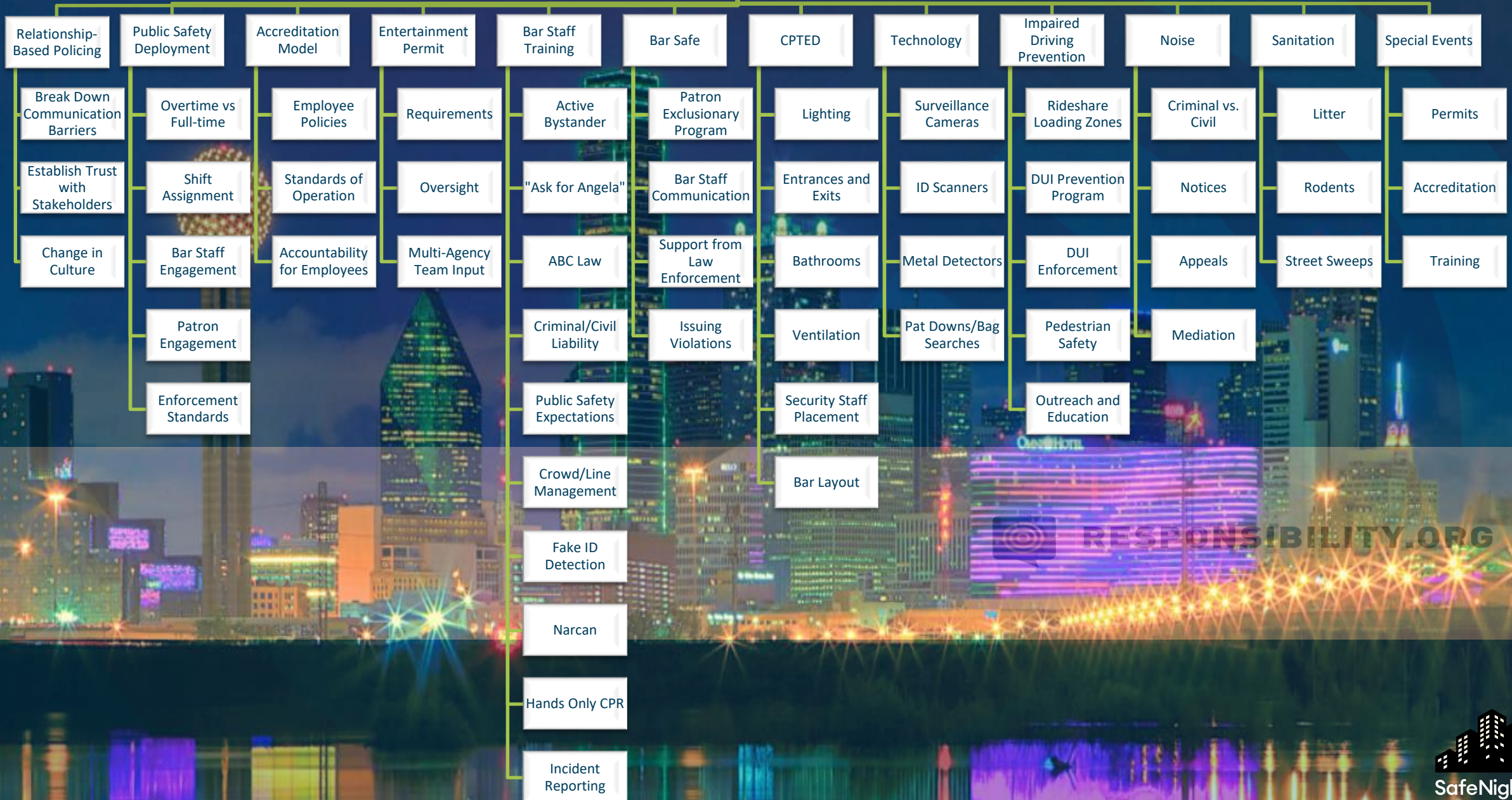
City of Dallas

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Nightlife Management Multi-Component Approach



 RESPONSIBILITY.ORG

A Safe Night Out - Dallas



- 24HourDallas
- City of Dallas Attorney, Community Prosecution
- Dallas Police Department
- Dallas Fire and Rescue Department
- Dallas Code Compliance
- Dallas County Health and Human Services
- Texas Alcoholic Beverage Commission
- Mothers Against Drunk Driving (MADD)
- West End Association
- Methodist Dallas Medical Center
- Dallas restaurant, bar, and club owners



Police and Nightlife Data

Arrests and Offenses:

Violent Crime

- Rape
- Sexual assault
- Aggravated A&B/Malicious wounding
- A&B on law enforcement

Quality of Life Crimes

- Drunk in public
- Underage possession of alcohol
- Urinating in public
- Possession of fake ID
- Destruction of property
- Noise complaints
- Trash/litter
- Pedestrian violations

Traffic

- DUI
- Traffic violations
- Reckless driving
- Aggressive driving



RESOURCES.ORG
Hit & Run



Proactive Alliance

Combining Policing and Counseling Psychology to Build Relationships and
Community Engagement



Molly Mastoras, MA, LPC
Master Police Officer (Ret.) Dimitrios Mastoras

<https://img1.wsimg.com/blobby/go/31f33e89-b409-4235-91a4-7c1826a57d24/Proactive%20Alliance%20White%20Paper.pdf>



https://issuu.com/safe-night/docs/r.org_4653_2023_traffic_and_safety_report_v_

Journal of COMMUNITY SAFETY & WELL-BEING

Proactive Alliance: Combining policing and counselling psychology

Charlotte Gill* and Molly C. Mastoras†

This article is related directly to the 6th International Law Enforcement & Public Health (LEPH) Virtual Conference in March 2021.

ABSTRACT

The philosophy of community-oriented policing (COP) has been widely adopted by police departments around the world and has important benefits, such as improving community members' satisfaction with police and their perceptions of police legitimacy. However, implementing COP is challenging. Police departments report difficulties obtaining the support of officers on the ground and knowing how best to engage communities—which often contain multiple, overlapping, and sometimes competing groups within the same geographic area—an effective problem-solving, and crime prevention. This article describes *Proactive Alliance*, an innovative training program that draws from criminological theory and evidence-based practices in counselling psychology to teach police officers specific, immediately applicable techniques to establish rapport and long-term working relationships with community stakeholders. The training addresses two key challenges of COP: building meaningful collaboration across diverse communities and empowering frontline officers to become change agents in pursuit of the “co-production” of public safety. It builds on the original theory of broken windows policing, which emphasized the importance of harnessing police officers' personalities to facilitate successful community engagement and crime prevention, and provides practical tools based on those used by mental health professionals to enable officers to engage in active listening, to connect, and to problem-solve with the community while protecting their own well-being. We conclude by describing the potential of *Proactive Alliance* to strengthen COP and evidence-based policing more broadly.

Key Words: Community-oriented policing; problem-solving; community engagement; mental health; police training; police officer wellness.

THE CHALLENGE OF COMMUNITY COLLABORATION IN POLICING

Despite the importance of community collaboration, and while a majority of the largest police departments in the United States have a community policing plan and/or dedicated personnel (Brooks, 2021; Hyland & Davis, 2019; see also Trojanowicz et al., 1996), police leaders report difficulties in implementing COP, obtaining the support of officers on the ground, and—crucially—knowing how best to involve communities in problem-solving (Eck & Bennehan, 1994; Mastrofski et al., 2007; Moore, 1992; Morabito, 2010; Skogan & Frydl, 2004). A vast range of strategies have been deployed under the auspices of COP, some of which do not require community collaboration (Eck et al., 2014; Mastrofski et al., 1995; Skogan, 2016; Trip & Weisburd, 2014). Similarly, COP—which has been described as the “tactical element” of COP (Crotter, 1999)—was originally conceptualized as a collaborative effort in which the police draw upon community

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 *Gill, C., & Mastoras, M. C. (2021). Proactive Alliance: Combining policing and counselling psychology. *Journal of Community Safety and Well-Being*, 4(3), 112-117. <https://doi.org/10.33369/jcswb.101>
 †Mastoras, M. C. (2021). Open Access. This work is distributed under the Creative Commons BY-NC-ND license. For commercial reuse, please contact info@responsibility.org.
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Journal of Community Safety and Well-Being, Vol. 4(3), September 2021 | jcswb.gmu.edu | [112](http://doi.org/10.33369/jcswb)

Journal of Community Safety and Well-Being

Charlotte Gill, Ph.D., and Molly C. Mastoras, MA, LPC

- Police departments report difficulties obtaining the support of officers on the ground and knowing how best to engage communities
- Building meaningful collaboration across diverse communities and empowering frontline officers to become change agents in pursuit of the “co-production” of public safety
- Harnessing police officers’ personalities to facilitate successful community engagement and crime prevention, and provides practical tools based on those used by mental health professionals

EVALUATION OF THE LAPD COMMUNITY SAFETY PARTNERSHIP



UCLA Luskin

MARCH 2020

UCLA Evaluation of LAPD Community Safety Partnership (CSP)

Jorja Leap, Ph.D. Principal Investigator, Department of Social Welfare, UCLA



Key Evaluation Findings of CSP:

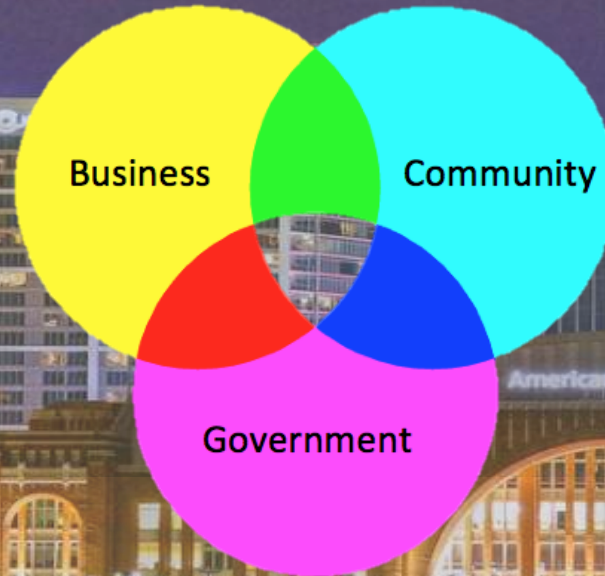
- **Relationship-based** partnership improves resident perceptions of safety
- Reduced dangerous conditions that fuel violent crime
- Not limited to gang violence, can also be used for other chronic issues such as homelessness



Stakeholders

- Hospitality Industry
- Restaurant/Bar Owners
- Restaurant/Bar Staff
- Restaurant/Bar Security
- Special Event Venues
- Business owners
(Supporting venues)

- Economic Development Office
- Community Civic Associations
- Business Improvement Districts



- Municipal Leadership and elected officials
- Police/Fire/EMS
- Department of Alcohol Beverage Control
- Prosecutor's Office
- Department of Public Health
- Code Enforcement
- Department of Transportation
- Department of Parks & Recreation
- Department of Social Services
- Department of Sanitation

PROACTIVE ENGAGEMENT IN

TRAFFIC

ENFORCEMENT AND SAFETY

RECOMMENDATIONS REPORT MARCH 2023

RESPONSIBILITY.ORG | SafeNight

[Proactive Engagement in Traffic Enforcement and Safety by Safe Night - Issuu](#)

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Resource Guide to Improve Safety and Economic Viability in the Hospitality Industry

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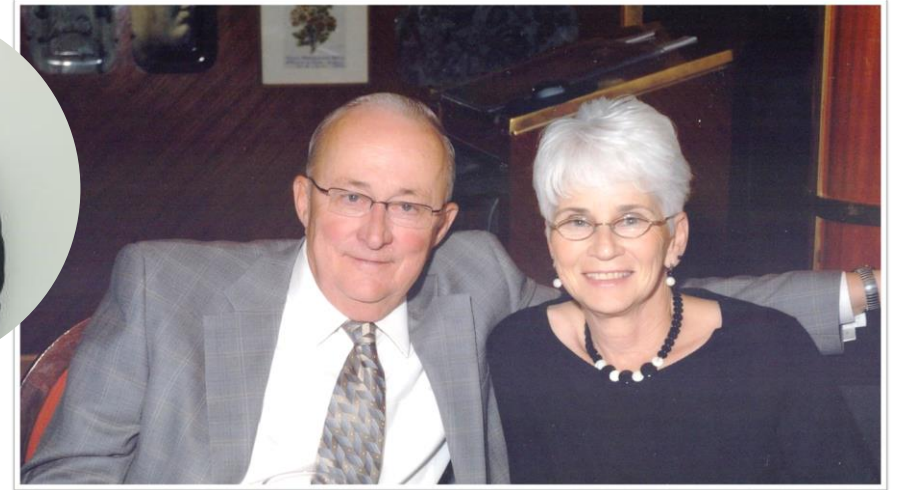
NASID

National Alliance to Stop Impaired Driving



A Coalition Established by
RESPONSIBILITY.ORG

Why is NASID Needed?



Why NASID?

Drug and multiple substance impaired driving problem increasing
COVID-19 increases in risky driving will demand attention
Opportunities at state and Federal levels, new elected officials
The issue and technology to address it needs a national voice and leader

How did the idea for NASID begin?

Brian Swift turned tragedy into action
Cannabis-impaired log truck driver crash killed his parents
He advocated for passage of MI oral fluid pilot program law and united stakeholders to expand the effort
Brian Swift will serve as NASID's spokesperson

MICHIGAN

Drugged driving crashes surging across Michigan

As drunken driving deaths decline, drugged driving deaths are on the rise.

John Wisely Detroit Free Press

Published 11:04 p.m. ET Jul. 22, 2017

Kalamazoo

Michigan roadside drug testing pilot program expands to all counties

Updated Oct 02, 2019; Posted Oct 01, 2019





Family spearheads legislation

Deaths of Tom and Barbara Swift may lead to law allowing roadside drug testing

By Jenny Lancour
jlancour@dailypress.net

LANING — Legislation allowing police to conduct roadside drug testing is being considered in Michigan. The initiative was spearheaded by family members of an Escanaba couple who were killed when their car was struck by a semi driver later convicted of driving with the presence of a controlled substance.

Tom and Barbara Swift, each 73, of Escanaba, died of injuries suffered when their car was hit by a logging truck driven by Harley Davidson Durocher, 26, of Little Lake, who failed to stop at a red light. The crash occurred on U.S. 2 & 41/M 35 at South Hill Road in Gladstone on March 20, 2013.

During Durocher's trial in April 2014, a jury found him guilty of six felonies. He was ordered to spend up to 15 years in prison on six concurrent sentences.

Durocher was sentenced to five

'Our pain never goes away, but we know my parents would want to help others and we think it's worth the fight.'

Brian Swift

Son of fatal accident victims Tom and Barbara Swift

years and six months to up to 15 years in prison on each of two counts of reckless driving causing death, five to 15 years in prison on each of two counts of driving with a suspended license causing death, and three to 15 years in prison on each of two counts of driving with the presence of a controlled substance (THC in marijuana) causing death.

The Swifts' son and daughter, Brian Swift, of Fort Worth, Texas, and Patti Swift-Dringoli, of Neenah, Wis., were devastated by the loss of their parents and wanted to do something to discourage

motorists from driving while impaired by drugs.

"Our pain never goes away, but we know my parents would want to help others and we think it's worth the fight," Brian Swift stated in an email to the Daily Press.

With the assistance of Sen. Tom Casperson (R-Escanaba), Senate Bill 434 was introduced to the Michigan Senate and referred to the Senate Judiciary Committee this summer.

"We have worked hard over the past year to turn the horror of losing

See SWIFT on page 7A



Courtesy photo

Sen. Tom Casperson, R-Escanaba, right, welcomed Brian Swift, left, to the state Capitol last week to testify before the Senate Judiciary Committee. Swift joined Casperson to speak in favor of Senate Bill 434, which would create a pilot program to allow law enforcement to conduct field sobriety tests on motorists suspected of driving under the influence of controlled substances.

NASID Members



NASID Allied Members*

**Unable to lobby and do not advocate for legislation at the state or federal level*



NASID Conference 2024



2024 NASID CONFERENCE

DATES:
November 18-20, 2024

LOCATION:
Renaissance Arlington
Capital View
2800 Potomac Ave
Arlington, VA 22202

NASID
National Alliance to Stop Impaired Driving
Conference



<https://www.marriott.com/en-us/hotels/waspy-renaissance-arlington-capital-view-hotel/overview/>





THE PESSIMIST COMPLAINS ABOUT THE WIND.
THE OPTIMIST EXPECTS IT TO CHANGE.
**THE LEADER ADJUSTS
THE SAILS.**

JOHN C. MAXWELL



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