

WELLNESS PROGRAM

WINSTON-SALEM POLICE DEPARTMENT





WSPD WELLNESS ADVOCATE

INTRODUCTION

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OFFICER WELLNESS

- Wellness isn't just a box we check. It's a culture we build.
- With the escalating rates of burnout, PTSD, substance misuse, and suicide within this profession, it is no longer a “nice to have” but a mission-critical priority.
- There is a direct correlation between the well-being of our officers and how they serve our community.
- Including the well-being of our communications operators, forensics services technicians, and other vital professional staff.



BUILDING THE WELLNESS PROGRAM

- Created and delivered an online survey to internal stakeholders to inform them of program development and seek input for a needs assessment.
- The survey was successful in identifying that the agency would benefit from programs related but not limited to :
 - Physical fitness/health
 - Nutrition
 - Stress management
 - Emotional resilience for trauma
 - Financial wellness
 - Time management/balancing work-life demands
 - Disconnecting from work
 - Sleep programs
 - Retirement planning



Survey length: 15 questions;
approximately
10 minutes

Dates fielded: May 8th-21st, 2025

Responses: 62 participants:
67.7% Sworn
32.3% Professional Staff

"In building this program, the goal is to begin with the needs and desires of our employees for maximum effectiveness and utilization. Your participation in this survey is completely voluntary and your individual responses will be held strictly confidential. It is my hope to add services as indicated by your responses and reevaluate those needs in the years to come."

WELLNESS INITIATIVES

- Wellness "Check-ups"
 - 1:1 wellness coaching, advice, and resources for nutrition, physical fitness, mental health, and other wellness-related topics.
 - 28 staff members have scheduled 1:1 meetings
 - Other connections have been established through ride-alongs, district office visits, and other events
- Healthy Food Delivery Service
 - Partnership with Long Life Meal Prep
 - Averaging 49 units per weekly delivery
- Functional Strength Small Group Training
 - Occurs 3 days a week
 - Available to all staff and fitness levels
 - Averaging 2-4 participants each session





WELLNESS INITIATIVES

- Triads Love on a Leash
 - Certified Therapy Dog Teams visit regularly to comfort and assist in the emotional support of staff.
- Hope Animal Assisted Crisis Response
 - On call to deploy for WSPD for any critical incident in which they could provide support to staff or the community in a tragic event.
- Adult Sport groups in the agency
 - Pickleball and Basketball
 - Groups play weekly, creating a social environment for peers
- Wellness App



WELLNESS INITIATIVES

- Other Community Partnerships
 - Mammoth Nutrition –Nutrition Series Workshop
 - Pure Sweat- Recovery and Resilience Training
 - Hall Chiropractic and Sports Injury – Duty-related Injury Prevention and Treatment
 - Taylor Physical Therapy and Wellness- Women’s Wellness Workshop



SUPPORT

- Peer Support
 - Another key part of the wellness program is the opportunity I have to work alongside our peer support team. They are essential in providing trusted support and resources for the well-being of their peers.
- Support for Officers and their families in Critical Incidents
 - Providing resources for high-stress and trauma-related incidents (i.e. officer-involved shooting or on-duty injury)
 - Providing support and resources to their family members
 - Putting the family in contact with Behind the Blue Line for extended support
 - Providing support to employees for personal and professional matters
- Wellness Committee



The focus of the Wellness Program for the future is to continue to increase participation and be a trusted and effective program that aids in the physical, mental, emotional, and financial well-being of our officers and professional staff. Starting with our academy officers and extending our wellness program to our retirees, in hopes of changing the stigma around mental health for good.

Their well-being is crucial to the safety of our community!

QUESTIONS OR REMARKS