

# Report on Five-Day Mindfulness Symposium in Louisville Kentucky

Fleet Maul, Center for Mindfulness in Corrections  
[fleet@prisonmindfulness.org](mailto:fleet@prisonmindfulness.org)

Mark Allen, Shambhala University  
[MarkAllen108@icloud.com](mailto:MarkAllen108@icloud.com)  
(310) 729-6134

From July 13-17, 2015 Fleet Maul of the Center for Mindfulness in Corrections and Mark Allen of Shambhala University conducted a five-day Mindfulness Symposium in Louisville, Kentucky. This included the following:

- A Tour of Louisville's Corrections and Youth Detention Centers
- A Half-Day Mindful Leadership Training for Thirty City Leaders including the Mayor, the Director of Corrections, and the Chief of Police.
- A Two Day Mindfulness-Based Wellness and Resiliency Training for Sixty Corrections, Law Enforcement and Emergency Medical Services Staff

The results of the Post-Workshop Questionnaire for the two-day event for corrections officers are included towards the end of this paper.

## Background History

Mayor Fischer and his leadership team are genuinely committed to uplifting the level of compassionate engagement across the city, to improving the quality of people's lives, and to creating opportunities for every resident to achieve their full potential as human beings. They have signed the Charter of Compassion and serve as one of the leading role models in the Compassionate Cities campaign. Louisville's Center for Interfaith Relations, which is supported by the Brown family, is very similarly inspired and committed. It is within this context that the Mindfulness Symposium and related programs were conceived and offered.

At a Center for Interfaith Relations event that was held in Louisville two years ago, Sakyong Mipham Rinpoche of Shambhala was invited to meet with Mayor Fischer, the Chief of Police, and other members of the Mayor's leadership team to discuss ways to support the compassionate cities campaign. Chief Conrad of the Police Department wanted to explore offering mindfulness training for the police force, for example. (This will be similar to training that is being offered to the US Army.)

After that meeting the Sakyong wrote the following to Mayor Fischer reflecting his level of commitment to supporting Louisville:

*"I was delighted to meet you and to spend time with your advisors discussing matters of such importance to the health and well-being of your city. These current and*

*underlying issues are of great significance in the wider context of the challenges facing humanity as a whole.*

*It felt poignant that this conversation took place in a city that holds the distinction of being the first City of Compassion, inspired by the Charter of Compassion. I feel that this points to the possibility of a collaborative effort that could offer experience, guidance and even possible blueprints for other civic leaders who are inspired, as you are, to ground social policy in an unshakeable foundation of respect for human dignity.*

*I have reflected on our conversations and would like to offer some possible avenues of cooperation and support. There are several people I work with whose professional life and careers – imbued with this vision of compassion – could possibly be of some support to your work....”*

Mayor Fischer’s response was very positive and therefore Sakyong Mipham Rinpoche asked Mark Allen of Shambhala to meet with the Mayor and other city leaders to explore the possibilities in greater depth and to align around a suitable way to begin. Mark is an expert in mindfulness-based practices and their practical application within society. His bio is included in the Our Team section towards the end of the paper.

Mark spent a week meeting with people to understand the needs and history of the city, connect with the insight and good work that so many people are engaged in across the city, and explore possibilities for collaboration. People were inspired to move forward. What evolved from those meetings was an agreement to start by offering programming for corrections officers and staff, inmates, and the police department -- clear priorities for the city.

## **The Challenge for Corrections**

The work environment is especially challenging for corrections officers and staff. Stress, fatigue, burnout, anger, inability to decompress, health issues, absenteeism, premature death, and other serious concerns are prevalent.

Heroin is adding to this challenge. As is the case in many other cities, heroin abuse in Louisville has mushroomed. Heroin charges in Louisville went from 120 in 2010 to 1501 in 2014; a 1250% increase. Heroin is cheap, readily available and highly addictive. Many are susceptible to abuse.

A recent Findings report on Jail and Substance Abuse in Louisville voice concerns such as "[Prison] layout ... diminishes morale, trust between officers and jailed people", "A culture of fear, anxiety, and intimidation among officers and jailed people." "Officers not prepared or willing to be health providers."

Our workshop focused on helping corrections officers and others develop the tools and inner resilience needed to work with the challenges that many encounter every day.

## Elements of the Two-Day Workshop for Corrections

The Mindfulness-Based Wellness & Resiliency (MBWR) Training for correctional officers, police officers, drug and alcohol treatment providers, and other staff was experiential and highly participatory. Training included:

- Basic mindfulness practice training presented in an evidenced-based, trauma-informed manner.
- Evidence-based mindfulness-based wellness & resiliency (MBWR) training designed to enhance physical, mental, emotional, and spiritual resilience leading to improved health, wellness, morale and performance outcomes.
- Evidenced-based Mindfulness Based Emotional Intelligence (MBEI) training designed to increase capacity for self-awareness, self-management (including emotion regulation), social awareness (reading behavioral cues and empathy training), and effective communication and interpersonal relations management.
- An introduction to the neuroscience of stress and stress management and the scientific basis for mindfulness, empathy and compassion training.
- Council training and communities of practice training– basic training in the practice of council dialogue and the facilitation of learning groups in support of innovation and the implementation of evidenced based practice models.
- Stress Management and resiliency training
- Burnout and PTSD recovery training
- Accountability and self-empowerment training
- Psychological/Emotional Trauma First Aid information
- Family applications: mitigating family impact of on-the-job stress and trauma, developing healthy family communication and conflict management
- Developing healthy support systems and resources

Specific skills taught included:

- Attention, focus and mindfulness skills
- Physiology management and balancing skills
- Breath regulation and other stress management skills and practices
- Self-care and wellness practices
- Cognitive reframing skills and positive attitudinal skills
- Emotion regulation & self-management skills
- Empathic Listening – engaged, empathic and reflective listening skills
- Effective communication skills
- Difficult conversation skills
- Conflict de-escalation and conflict management skills

### Our Team

Fleet Maull, MA, PhD candidate, PMI/CMC/EMI founder, is a leading mindfulness teacher and thought leader in the emerging secular mindfulness field, a senior empowered teacher in two mindfulness teaching traditions holding numerous certifications, who has been

practicing mindfulness for more than 40 years and teaching mindfulness and training teachers for more than 30 years. He is also a principle in New Line Consulting and founder/president of Windhorse Seminars, providers of mindfulness-based training, consulting and coaching services in the private and public domains.

Mark Allen is an expert in mindfulness-based practices and their practical application, a social entrepreneur, computer scientist, former executive in the field of artificial intelligence, and an internationally recognized expert in high-performance learning organization design and development. He has taught mindfulness-based practices extensively since 1979. Mark recently developed and delivered mindfulness training for a Templeton Foundation, University of Chicago and University of Nevada research project investigating the impact of mindfulness on wellbeing, perception, cognitive function, empathy, wisdom, and more.

## Results

### Testimonials from Corrections Leaders

*Received the full engagement and support of Mayor Fischer and his leadership team.*

*"More than exceeded expectations." Mark Bolton, Director of Corrections.*

*"People were very engaged throughout the workshop."*

*"Really important. Very helpful."*

*"The drama triangle came up next day at a meeting with the mayor. We are already using what we learned."*

*Major Will from EMS is already using the techniques out in the field. And he talked about it as "This stuff is unbelievable". "If you pay attention, you can connect, you can connect personally and professionally. The case managers were connected as well."*

*"We ought to push it to all the staff first before the inmates."*

*"All the interaction points between the corrections staff and the offender is where you can get the most value. The environment is very dehumanizing and degrading. Often it is very security oriented, very polarized, and puts the offender in more of a defensive position. This will help. Any place where they get a more human interaction is helpful. Helps to create a more humanizing environment."*

*"The training they got is not only going to help them get through the day here, but also with not taking it home, and learning how to decompress here. This is a stressful environment. To me that is the value and that creates an environment of less absenteeism and less use of force."*

## TV News Coverage

A report on the Two-Day Workshop for Corrections was broadcast on a nightly local news program (WLKY). It included comments from several participants. Here is a link to a part of that coverage:

<http://m.wlky.com/news/louisvilles-first-responders-attend-sensitivity-training/34207818>

### Two-Day Mindfulness-Based Wellness and Resiliency Workshop Post-Workshop Questionnaire

Results: See average (arithmetic mean) response for each question below:

**Instructions:** Use the following scale and **circle** one number for each statement to indicate how much you disagree or agree with each of the statements.

1 = Strongly Disagree    2 = Disagree    3 = Neutral    4 = Agree    5 = Strongly Agree

1. This workshop was a valuable use of my time. **4.3**
2. The material presented in this workshop is relevant to my job. **4.1**
3. I learned specific tools with which to better manage job related stress. **4.4**
4. Increasing my capacity for mindfulness will enhance my job performance. **4.0**
5. Increasing my capacity for mindfulness will reduce my stress level at work. **4.1**
6. Increasing my capacity for mindfulness will enhance my health & wellbeing. **4.2**
7. Mindfulness is a practical and valuable skill for criminal justice, emergency and treatment professionals. **4.2**
8. This workshop has increased my awareness of job related health risks. **4.2**
9. This workshop has increased my motivation to effectively manage job stress. **4.1**
10. As a result of this workshop, I am likely to begin and/or maintain a regular mindfulness practice. **3.9**
11. Some form of mindfulness training would be a valuable component of professional development and/or wellness programming for corrections, law enforcement, substance abuse and/or emergency & paramedic professionals. **4.2**

## Follow-Up Opportunities

Mark Bolton, Director of Corrections, and his team are asking for follow-up, as is Chief Conrad of the Police Department.

Within the domain of criminal justice, we have discussed and proposed these specific follow-up programs:

I. Immediate Follow-up to the Two-Day MBWR training for Louisville Metro Corrections and other first responder personnel.

- A series of Eight 2-hour Community of Practice Group Sessions based on the Center for Mindfulness in Corrections (CMC) MBWR curriculum and a one-day completion training and graduation, facilitated by Louisville-based CMC trained mindfulness facilitators.
- Participation would be limited to Louisville Metro personnel who attended the two-day MBWR training on July 15 & 16. Community of Practice groups would be limited to 12 Louisville Metro personnel each.
- Louisville-based facilitators would be recruited, trained, coached and compensated by CMC. Each Community of Practice (CoP) group would have two CMC trained co-facilitators.

## II. Louisville Corrections Ongoing Staff MBWR Training Proposal

Mindfulness-Based Wellness & Resiliency (MBWR) training components:

- One-day initial training by senior CMC trainer
- Eight 2-hour Community of Practice (CoP) sessions co-facilitated by Louisville-based CMC co-facilitators
- Final one-day completion training and graduation delivered by Louisville based CMC co-facilitators

## III. Louisville Police & First Responder MBWR Training Proposal

Mindfulness-Based Wellness & Resiliency (MBWR) training components:

- One-day initial training by senior CMC trainer
- Eight 2-hour Community of Practice (CoP) sessions co-facilitated by Louisville-based CMC co-facilitators
- Final one-day completion training and graduation delivered by Louisville based CMC co-facilitators

## IV. Louisville Inmate Path of Freedom® Programming Proposal

Path of Freedom® (POF) mindfulness-based emotional intelligence program components:

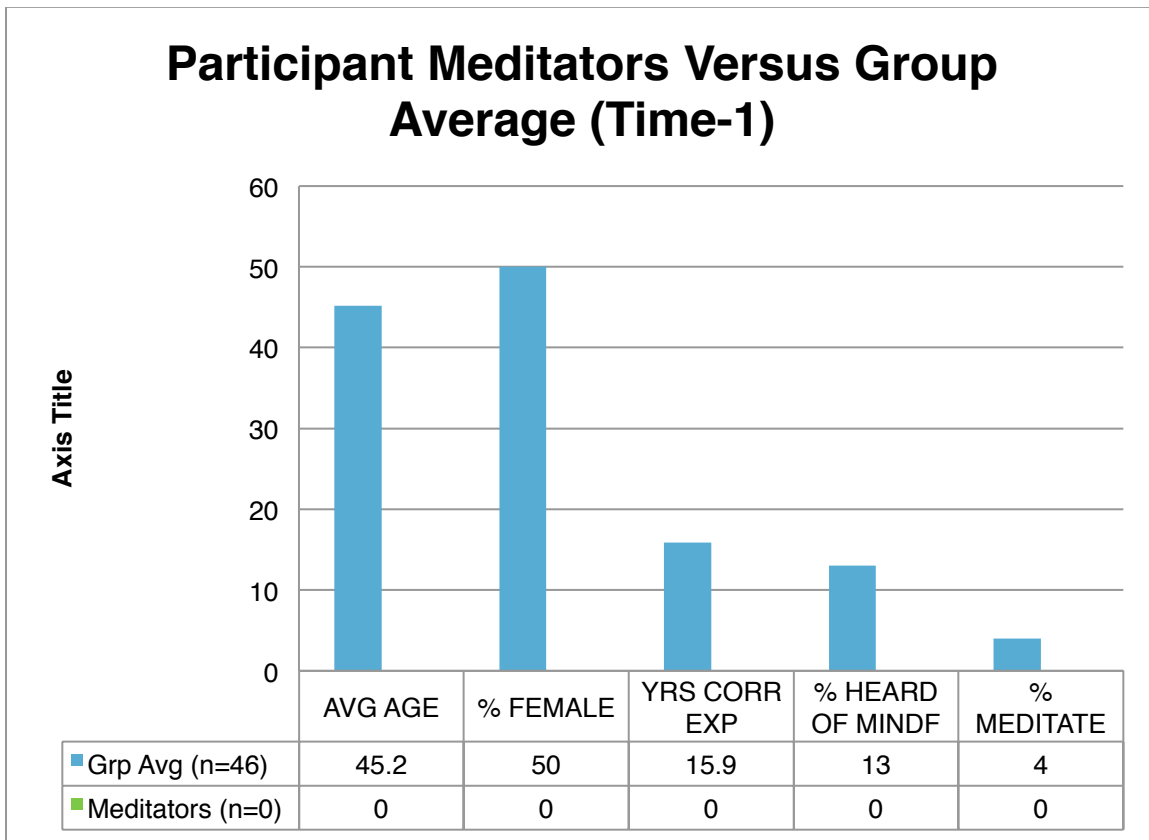
- Louisville based-facilitators complete POF online training
- One-day training in Louisville for Louisville based facilitators
- Weekly facilitator coaching calls during six-week program
- Two 1.5 hour POF classes a week for six weeks

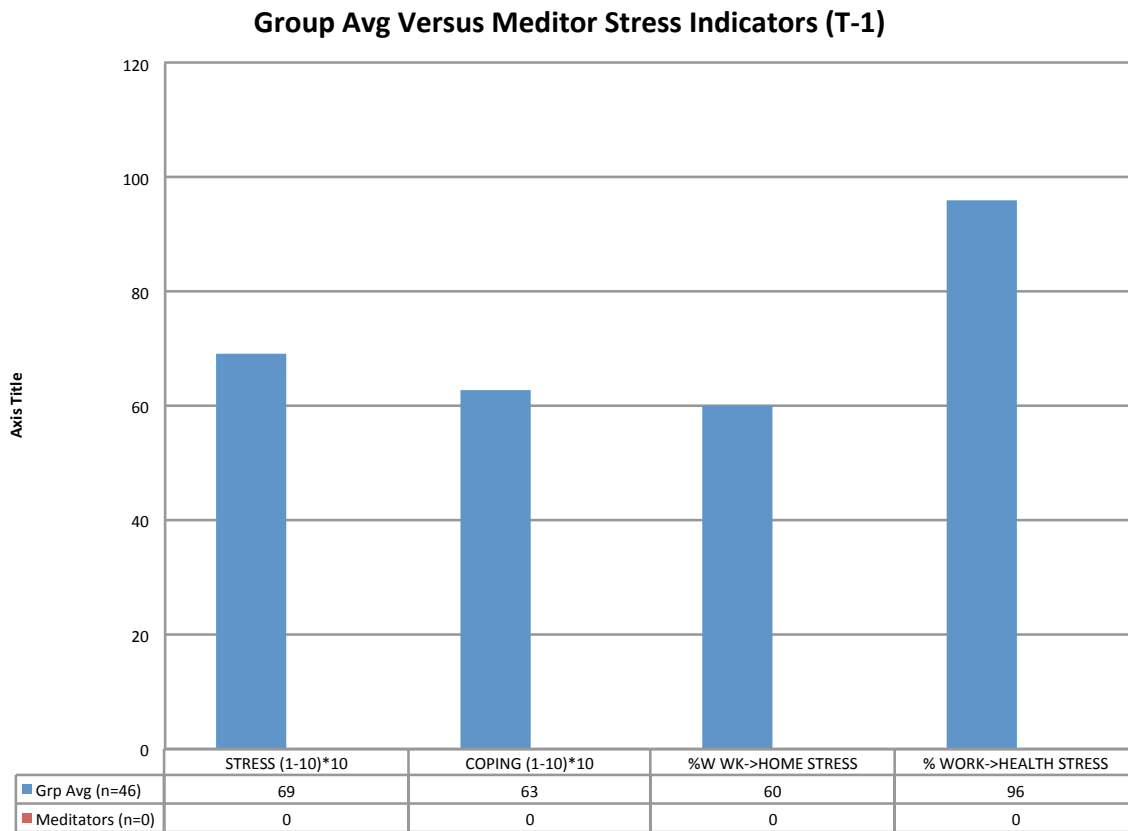
The facilitator training and coaching would be provided remotely through online training and telephone or videoconference coaching by senior CMC trainers. However, at any time that senior CMC trainers are in Louisville to deliver onsite trainings for Louisville Metro Corrections staff, they could also provide further onsite training for Louisville POF facilitators.

Ideally we would like to include research protocols with all programs for Louisville Metro personnel and/or jail inmates.

There is also a broader opportunity for follow-up on the Mindful Leadership event, and more. The City of Louisville is embarking on a major K-12 education mindfulness project and study in collaboration with the University of Virginia, and there is great potential for a wrap around, holistic and synergistic approach to integrating comprehensive mindfulness training with Louisville Metro’s already existing commitment to the Charter of Compassion and Compassionate Cities initiative.

### Louisville Mindfulness Training Data Analysis<sup>[1]</sup>

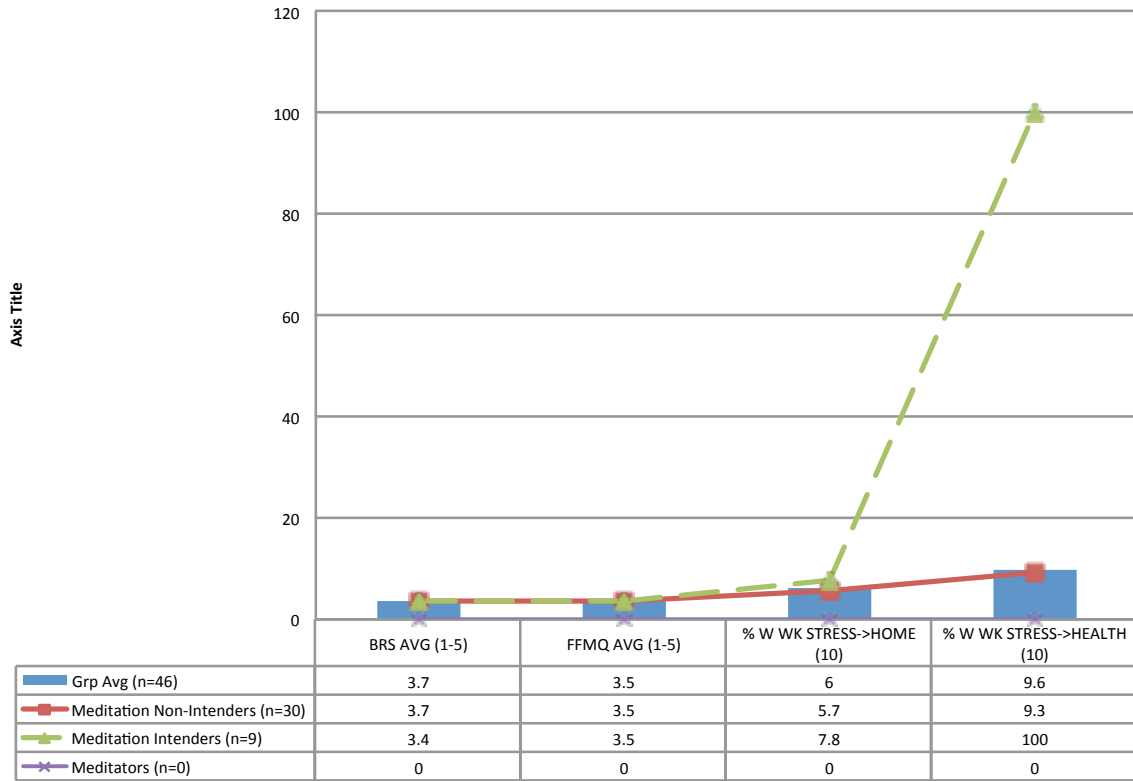




Q: What is the Y axis measuring here? Perhaps a single sentence explaining the take-away from this graph would be helpful. It's not clear if a high number is good or bad.



### Louisville Mindfulness WkShp Baseline Measures By Meditation Status



Same here: some explanation of the numbers and what's being measured would be helpful.

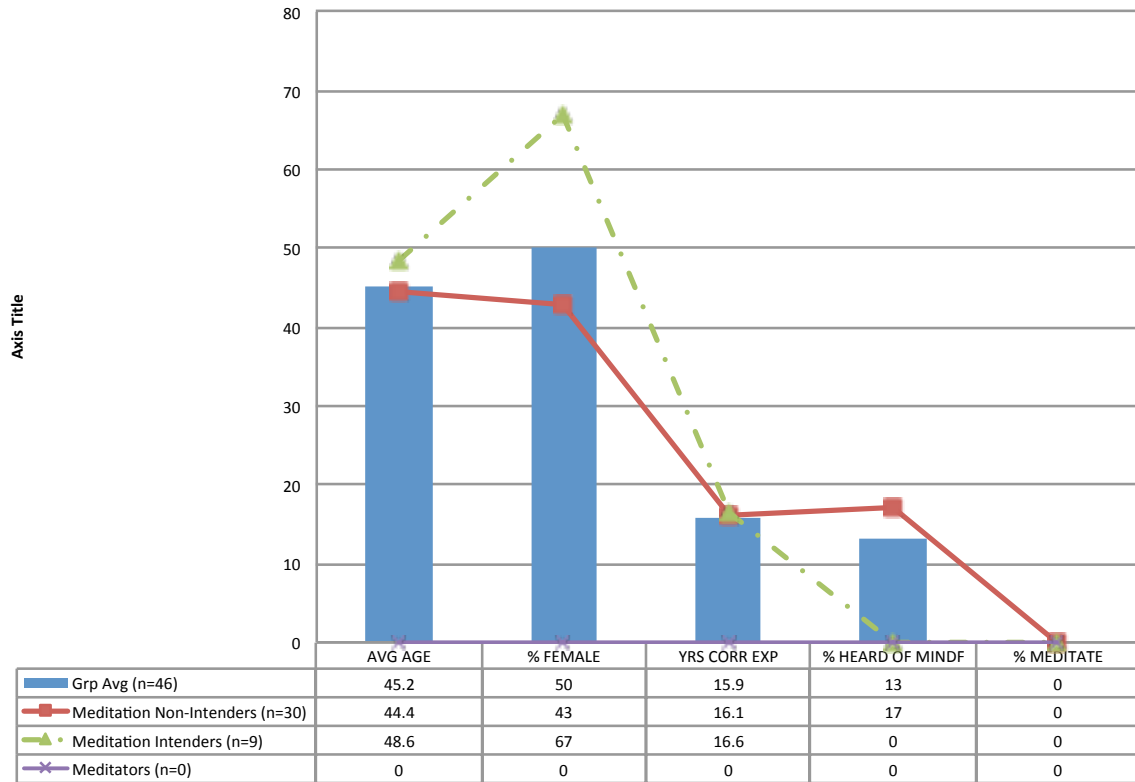
## Correlations Between Louisville Mindfulness Training Measures (T-1)

		FFMQ AVG	BRS AVG	Wk Stress Home T=1	Job Stress Health Y=1	Stress Exp (1-10)	Stress Cope (1-10)
FFMQ AVG	Pearson Correlation	1	.474(**)	-.182	-.129	-.187	.251(*)
	Sig. (1-tailed)		.000	.058	.137	.053	.014
	N	76	76	76	74	76	76
BRS AVG	Pearson Correlation	.474(**)	1	-.250(*)	-.135	-.204(*)	.221(*)
	Sig. (1-tailed)	.000		.015	.126	.038	.027
	N	76	76	76	74	76	76
Wk Stress Home T=1	Pearson Correlation	-.182	-.250(*)	1	.149	.350(**)	-.182
	Sig. (1-tailed)	.058	.015		.103	.001	.057
	N	76	76	76	74	76	76
Job Stress Health Y=1	Pearson Correlation	-.129	-.135	.149	1	.191	-.139
	Sig. (1-tailed)	.137	.126	.103		.052	.119
	N	74	74	74	74	74	74
Stress Exp (1-10)	Pearson Correlation	-.187	-.204(*)	.350(**)	.191	1	-.235(*)
	Sig. (1-tailed)	.053	.038	.001	.052		.020
	N	76	76	76	74	76	76
Stress Cope (1-10)	Pearson Correlation	.251(*)	.221(*)	-.182	-.139	-.235(*)	1
	Sig. (1-tailed)	.014	.027	.057	.119	.020	
	N	76	76	76	74	76	76

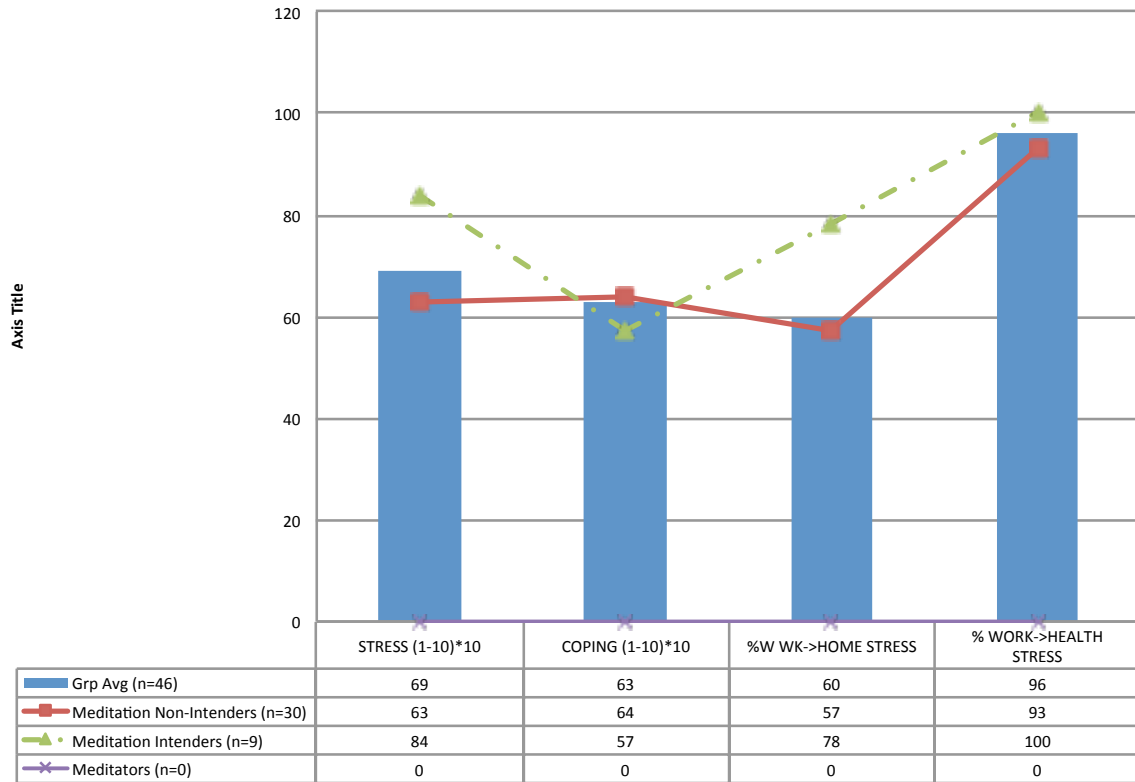
\*\* Correlation is significant at the 0.01 level (1-tailed).

\* Correlation is significant at the 0.05 level (1-tailed).

## Louisville Participant Demographics By Meditation Status



### Louisville Participants Stress Indicators By Meditation Status



### Louisville Participants Baseline Survey Measures By Meditation Status

