Report of the 2018 Annual Meeting of the

BERMUDA DRUG INFORMATION NETWORK (BerDIN)

DR. KYLA RAYNOR
BerDIN Coordinator &
Senior Research Officer/Policy Analyst, DNDC

VENUE & DATE
Princess Victoria Room,
Hamilton Princess & Beach Club
18th & 19th October, 2018
The 2018 Annual Meeting of the Bermuda Drug Information Network (BerDIN) was held on the 18th and 19th of October, 2018 in the Princess Victoria Room of the Hamilton Princess (Hotel) and Beach Club.

Representation
A list of meeting participants is in Annex I to this Report.

CALL TO ORDER & WELCOME

Anthony Santucci, a BerDIN Member who represented CADA, called the meeting to order and extended a welcome to the meeting’s participants and invited guests.

OPENING REMARKS

The Hon. Michael Weeks, JP, MP, Minister of the Ministry of Social Development and Sports, brought Opening Remarks to the meeting. He noted the vital role of the BerDIN within the health and social service systems to help better understand the trends associated with addiction, prevention, treatment, rehabilitation, and drug interdiction. Mr. Weeks highlighted some of the challenges ahead and called for continued dialogue that can lead to a better understanding of the issues that continue to affect our community. He also shared, that policy makers have to look for
effective and humane ways to manage drugs in Bermuda. In closing, Minister Weeks emphasised that the renewal of the National Drug Control Master Plan 2019-2023, is Government’s first step at addressing the needs of the community by putting health first.

Following the Opening Remarks, the meeting was officially declared open by Minister Weeks.

INTRODUCTION

Participants were reminded of the meeting’s objectives by Mrs. Deborah Hunter, Chief Executive Officer, Bermuda Sport Anti-Doping Authority; who also informed the participants of the meeting’s objectives: to update the BerDIN members on the current drug situation; to provide a forum for dialogue on drug-related special interest topics; and to enhance the well-being of the BerDIN members through team building activities and wellness presentations. Next, the objectives of the second day were outlined as: to develop good working relationships among all Members by providing the experience of working together as a team; and to obtain knowledge regarding the connection between physical, emotional, and spiritual health. Housekeeping matters were also conveyed.

Given the large group size and in the interest of keeping the agenda items as scheduled, participants were then asked to briefly introduce themselves (name and department he/she represented) for the benefit of all persons present at the meeting.
Procedural Matters
The meeting determined its hours of work.

Adoption of Agenda
The Agenda, as adopted by the meeting, is in Annex II to this Report.

KEYNOTE ADDRESS
The keynote address was brought by the Clinical Psychologist of the Mid Atlantic Wellness Institute, Dr. Shawnee Basden. This was the fourth year in succession that the meeting has had a keynote speaker. Dr. Basden was introduced by BerDIN Member, Ms. Isis Wellman, who represented Turning Point Substance Abuse Programme. Dr. Basden was honoured to be invited to the BerDIN Annual Meeting as the keynote speaker. Her presentation focused on substance use and the developing mind. The scientific approach to this topic allowed participants to learn about: substance use in critical developmental stages and the significant impact on future functioning, how substance use changes the functioning brain, and the implications it has for the treatment and prevention processes.

Dr. Basden shared her insight on the mediating factors that affect substance users, particularly, genetics and the age of onset followed by an informative discussion around genetic vulnerabilities with regards to marijuana use on adult psychosis, drug addiction and the effects on the brain, the process of addiction, and accommodations.

In closing, her in-depth knowledge shared with the meeting was overwhelmingly well-received and thought provoking.

The Network: Noted the information provided in the presentation.

PRESENTATIONS

Substance Abuse Prevention Programmes
The Community Development Coordinator, Mrs. Kimwana Eve, informed the participants about the six prevention programmes currently running in the community. The Government funded and grant-operated programmes discussed were: AL’s PALS (DNDC), LifeSkills (PRIDE and CADA), Teen Peace (DNDC), Gang Resistance Education and Training (Bermuda Police), and Promoting Alternative Thinking Strategies
(PRIDE). Mrs. Eve thanked the agencies that undertake drug prevention work throughout the community and pledged the DNDC’s support for these prevention efforts going forward. Lastly, prevention adverts were shown as well as a current ad campaign in the form of a video.

The Network: Noted the information provided in the presentation.

Public Opinion on Substance Use Video

This year the BerDIN planning committee felt that it was important to show participants what the public’s opinions are on substance use in Bermuda. With the assistance of an external vendor, we were able to capture the views of a few persons who represented a variety of demographics. These persons were asked six questions that were centered around marijuana and alcohol use on the Island. The six questions that were asked were as follows:

1. Do you think marijuana is a drug?
2. Do you think marijuana is addictive?
3. Do you support legislation being changed to make marijuana legal?
4. Do you think doing one drug (e.g., cigarettes, marijuana) can lead to use of other drugs?
5. Does social media influence your decisions when it comes to drinking and/or using illegal substances (i.e. Marijuana) or legal substances (i.e. Alcohol)? If yes, why?
6. What do you think ‘we’ as a country can do better to discourage substance use and/or excessive drinking?

It was noted that, the video caused some discussion amongst participants. The aim of the video was shared with the group, which was to be able to find out what the pulse of our community is on this subject matter. Participants were encouraged to use this video as a tool to improve and/or create new initiatives that will better educate the public on substance use in Bermuda.

The Network: Noted the information provided in the presentation.

The Glorification of Substance Use

The meeting invited Magistrate Juan Wolfe, to give a presentation on the “Glorification of Substance Use”. This presentation discussed, in-depth, the many social media apps that parents should know about and the negative influence that marijuana and alcohol have had on the music we listen to. Magistrate Wolfe continued by sharing a variety of flyers used, in Bermuda, to advertise events (adult and family based) all of which had images of alcohol on them. He noted, that images are powerful as they quickly transmit information to your brain and trigger our emotions. They also impact our ability to make decisions that could influence what actions we take. The remainder of the presentation showed the participants the music lyrics they as well as their children listen to, which all sing/rap about the use of drugs and/or alcohol use. Magistrate Wolfe showed this concept from a Bermuda context as well as from an international perspective. He concluded by suggesting three solutions which were as follows:
1. A ROBUST and PERPETUAL educational/media awareness program in the schools and on social media to COUNTERACT the glorification of substance abuse by HAMMERING HOME the negative consequences of drug and alcohol consumption.

2. Encouraging parents (and maybe showing them how) to limit their child's access to media, social media, and television.

3. Providing parents with resources and information to promote media awareness programs in their communities and schools.

The Network:
Noted the information provided in the presentation.

Update on the Drug Situation in Bermuda

The meeting received a presentation from Dr. Kyla Raynor, BerDIN Coordinator and Senior Research Officer/Policy Analyst, DNDC, on the current drug situation in Bermuda: a brief background; new developments including changes, work-in-progress, and new initiatives; updated reports, monitoring mechanisms including coverage, challenges, data gaps, and unresolved areas; the BerDIN data management system; network and institutional strengthening proposals; and keys to sustainability over the next five years, given that this year marked the seventh meeting since the group reengaged. Further, the BerDIN Coordinator provided a snapshot of Bermuda's drug situation as presented within the 2018 Annual Report of the BerDIN, using some available data on: access and availability of alcohol and other drugs; youth, inmates, and prenatal drug use; treatment referrals; clients in treatment; and the cost of drug control efforts, to highlight the current state. The members of the planning team were acknowledged for their contribution to the meeting preparation.

The Network:
Commended for its comprehensive representation and great work to-date.
Urged to provide any additional data that can strengthen the Network’s coverage, especially qualitative data.
Encouraged to have more bilateral or group meetings to facilitate further dialogue and problem resolution.

Cannabis Decriminalization Update

Mr. Larry Mussenden gave the BerDIN participants an update on the decriminalization of cannabis. He discussed the legal framework for which the decriminalization of cannabis in Bermuda is based on. Mr. Mussenden continued, by sharing data on drug offence by importation, possession and local Quarter 1 (2015) to Quarter 3 (2018).

The Director of Public Prosecutions closed his presentation, by making reference to the current situation in Canada, which is the second country to legalize cannabis use on October 17th, 2018. There was a discussion on this matter and some participants shared other facts about what Canada is allowing in reference to cannabis use.

The Network:
Discussed a couple of questions that were raised during the presentation.
Noted the information provided in the presentation.
Roadside Sobriety Check Points and Breath Testing

An interesting presentation was given by Chief Inspector Robert Cardwell, Bermuda Police Service, on how the roadside sobriety testing device is used. He also discussed, the legal framework for which roadside sobriety check points and breath testing are allowed. There was data shared on the number of arrests that have been made thus far, explaining that it is proving to be a deterrent for drink driving. The aim of this initiative is to change the mindset of the public when it comes to drinking and driving with safety being the priority of all persons.

The Network:
Noted the information provided in the presentation.
Applauded Mr. Cardwell’s interesting and timely presentation.

DNDC’S NEWEST SURVEY INITIATIVES

The Department for National Drug Control (DNDC) representative, Mrs. Stephanie Tankard, Research Officer, provided the meeting with an update on the DNDC’s newest survey initiatives since the last meeting. The data that was presented came from the 2017-2018 Drug Abuse Monitoring Survey (Prison Survey) and the 2018 Public Perception of Substance Abuse/Misuse Survey. In relation to the 2018 Public Perception of Substance Abuse/Misuse Survey, the presentation gave an overview of the data collected in the areas such as; concern and awareness, social and retail availability, law enforcement, consequences of drug use, and substance use-treatment/prevention. The Prison Survey data that was shared covered topics such as; drug abuse and drug screening, mental health, drug overdose and substance abuse treatment, criminal record, HIV/AIDS and hepatitis B status and Abuse history, drug prices, the drug abuse screening test (DAST), and gang involvement.

There were a few questions from the participants and the overall results of the two surveys were well-received, with some of the statistics being revealing to the participants.

The Network:
Noted the information provided in the presentation.

Network Updates, BerDIN Agency Representatives

Mrs. Joanne Dean, Director of the Department for National Drug Control (DNDC) gave the meeting an update with regards to the evaluation conducted on the National Drug Control Master Plan 2013-2017 and Action Plan by highlighting the findings on what has been accomplished and a way forward with the outstanding items contained in the Master Plan.

It was noted, that the Master Plan is structurally sound with three goals supported by 18 objectives and 59 action plans. The Director stated that, according to the budget for supply and demand reduction it always comes up short but demand does better then supply with regards to realizing anticipated need.
As of January 2018,

- 27 of the 59 (46 percent) action plan were incomplete.
- Nineteen action plan points are considered complete,
- 8 action points are classified as “ongoing”, and
- 5 action points are catalogued as “partially complete”.

There was considerable progress made in reducing adult drug use over the period of the Master Plan, but it was found that youth are using more drugs in Bermuda. Between 2010 and 2016, the number of individuals admitted to drug treatment increased, whilst there was also a noted improvement in crimes, drug possession, and importation of drugs.

Moving forward, Mrs. Dean shared the six recommendations which were given and shared that the DNDC intends to spend time researching these recommendations and building the 2019-2023 National Drug Control Master Plan.

Ms. Chalsey Symonds, Government Analyst, addressed the meeting by giving a fascinating update on cannabis and its evolution in Bermuda, over the past two years. There was a noted increase in the number of cases that have been submitted and as of 2017, there has been an increase in “products” that contain cannabinoid sent to the lab. She discussed the legislative changes that have affected these increases as well as the concentrates which are popularly known to contain THC and CBD. In closing, images were shown of cannabis edibles that are being used in the community and have come into the lab for testing.

The Network: Noted the information provided in the presentation.

CONCLUSIONS AND RECOMMENDATIONS

1) Bilateral Meetings: there was again the call by Dr. Raynor for there to be more problem solving by collaborating with each other outside of the annual meeting.

ANY OTHER BUSINESS

The BerDIN members who indicated their participation in the second day were advised of the dress code and to complete the required pre-work before the start of the morning session.

CLOSING REMARKS

Dr. Raynor made brief closing remarks and thanked the participants for contributing to, what she deemed as, another successful meeting, and was grateful for their invaluable contribution. She also acknowledged the contribution over the past seven years of the Graphics and Design team of the Department of Communication and Information, who have designed and laid out the BerDIN Annual Report and meeting items. She encouraged participants to continue the collaboration beyond the meeting.
EVALUATION OF MEETING

Participants completed a short evaluation of the meeting on Day 1 and also for the wellness and team building session on Day 2. Refer to Annex III for the evaluation and results.

CLOSE OF MEETING

There being no other business, the meeting ended with an exchange of courtesies.
Day 2: Wellness and Team Building

Session 1: The 4 Essential Roles of Leadership

The second day of the meeting began with a half day morning session on the “4 Essential Roles of Leadership”. It allowed the membership to participate in a transformational leadership journey that gave them the framework, skills, and tools to be a great leader. The session was taught by Mr. Richard James and showed participants how to consistently portray the four essential leadership roles whereby they: inspire trust, create a compelling vision and strategy, align core systems to execute strategy, and help team members reach their potential through regular coaching and feedback.

The membership engaged in team activities that allowed them to brainstorm what an effective leader looks like, who portrays the “4 Essential Roles of Leadership”. This team building session was well received by those in attendance.

This session was evaluated as part of the overall Day 2 activities. The results are in Annex III of this report.

Session 2: Wild Herbs and Plants Bermuda

For the afternoon session, we had the privilege of having a live presentation by Ms. Doreen Williams, owner of Wild Herbs and Plants Bermuda. The aim of her business is to empower people with the information they need to live healthy, non-chemical based lives through the use of local plants. During her presentation she highlighted a number of locally grown plants that can be used for cooking and many other things. The health benefits of each plant represented was given to the group, whilst also indulging in samples of plant-based food items that were prepared. The membership completed the day with an informative walk through Admiralty Park. The guided tour, by Ms. Williams, highlighted the different plants that grow at this location and what they can be used for.
ANNEX I: LIST OF MEETING PARTICIPANTS

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Annual Meeting of the
BERMUDA DRUG
INFORMATION NETWORK
(BerDIN)

18th – 19th October, 2018
Princess Victoria Room, Hamilton Princess Hotel & Beach Club

MEETING OBJECTIVES

1. To update the BerDIN Members on the current drug situation.
2. To provide a forum for dialogue on drug-related special interest topics.
3. To enhance the well-being of the BerDIN Members through team building activity and wellness presentation.

“We cannot accomplish all that we need to do without working together.”
Bill Richardson

AGENDA

Facilitator: Dr. Kyla Raynor,
BerDIN Coordinator
& Senior Research Officer/Policy Analyst – DNDC

ANNEX II
<table>
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<th>Time</th>
<th>Event</th>
<th>Presenter</th>
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<td>8:30 a.m.</td>
<td><strong>CONTINENTAL BREAKFAST</strong></td>
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| 9:00 a.m. | Welcome Remarks                                                        | Gerard O’Connell
Financial Analyst, Bermuda Police Service                                  |
| 9:05 a.m. | Opening Remarks                                                        | Hon. Michael Weeks, JP, MP
Minister, Ministry of Social Development and Sports                             |
| 9:15 a.m. | **GROUP PHOTO**                                                        |                                                                            |
| 9:25 a.m. | Introduction of Meeting                                               | Deborah Hunter
Chief Executive Officer
Bermuda Sport Anti-Doping Authority                                              |
|          | » Objectives of the Meeting                                          |                                                                            |
|          | » Introduction of Participants                                       |                                                                            |
|          | » Adoption of Agenda                                                  |                                                                            |
| 9:30 a.m. | Introduction of Keynote Speaker                                       | Dr. Ernest Peets
Clinical Manager, Turning Point                                               |
| 9:35 a.m. | Keynote Address                                                       | Dr. Shawnee Basden
Clinical Psychologist
Mid Atlantic Wellness Institute                                                |
|          | Mental Health and Substance Abuse                                     |                                                                            |
| 10:15 a.m. | **BREAK**                                                             |                                                                            |
| 10:30 a.m. | Substance Abuse Prevention Programmes                                 | Kimwana Eve
Community Development Officer
Department for National Drug Control                                           |
| 10:45 a.m. | Public Opinion On Substance Use Video                                 | Various                                                                   |
|          | » Discussion                                                          |                                                                            |
| 11:15 a.m. | Glorification of Substance Abuse                                      | Magistrate Juan Wolfe
Senior Magistrate, Judiciary                                                   |
|          | » Discussion                                                          |                                                                            |
| 12:15 p.m. | **LUNCH**                                                             |                                                                            |
| 1:00 p.m. | Bermuda Drug Information Network (BerDIN) Update on the Current Drug Situation in Bermuda Government | Dr. Kyla Raynor
Senior Research Officer/Policy Analyst
Department for National Drug Control                                           |
|          | » Discussion                                                          |                                                                            |
| 1:30 p.m. | Cannabis Decriminalization Update                                     | Larry Mussenden
Director, DPP                                                                |
|          | » Discussion                                                          |                                                                            |
| 1:45 p.m. | Roadside Sobriety Check Points and Breath Testing                    | Robert Cardwell
Chief Inspector
Bermuda Police Service                                                        |
|          | » Discussion                                                          |                                                                            |
| 2:15 p.m. | **BREAK**                                                             |                                                                            |
| 3:00 p.m. | DNDC’s Newest Survey Initiatives                                      | Stephanie Tankard
Research Officer
Department for National Drug Control                                           |
|          | » Discussion                                                          |                                                                            |
| 3:15 p.m. | Network Updates, BerDIN Agency Representatives                        | Joanne Dean
Director
Department for National Drug Control
Dr. Zina Woolridge
Programme Manager, DTC
Chalsey Symonds
Lab Technician, Government Lab                                                  |
|          | » Discussion                                                          |                                                                            |
| 4:00 p.m. | Summary and Discussion on the Way Forward                              | Dr. Kyla Raynor                                                            |
**FRIDAY, 19TH OCTOBER**

### WELLNESS & TEAM BUILDING (ADVENTURE ACTIVITY)

**OBJECTIVES**

- To obtain knowledge regarding the connection between physical, emotional and spiritual health.
- To develop good working relationships among all Members by providing the experience of working together as a team.

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00 a.m.</td>
<td>Introduction of Day’s Activities</td>
<td>Dr. Kyla Raynor</td>
</tr>
<tr>
<td>9:05 a.m.</td>
<td>Team Building Activity</td>
<td>Martha Kirkland &amp; Richard James</td>
</tr>
<tr>
<td>12:45 p.m.</td>
<td>LUNCH</td>
<td>Hamilton Princess</td>
</tr>
<tr>
<td>1:30 p.m.</td>
<td>Local Wild Herbs and Plants Presentation</td>
<td>Wild Herbs and Plants Bermuda</td>
</tr>
<tr>
<td>2:15 p.m.</td>
<td>Nature Walk</td>
<td>Wild Herbs and Plants Bermuda</td>
</tr>
<tr>
<td>3:20 p.m.</td>
<td>Evaluation</td>
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</tr>
<tr>
<td>3:35 p.m.</td>
<td>End of Day 2</td>
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</tr>
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</table>
BERDIN MEMBERS, ASSOCIATES, & REPRESENTATIVES

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Name, Position</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BERMUDA HOSPITALS BOARD:</strong></td>
<td></td>
</tr>
<tr>
<td>KING EDWARD VII MEMORIAL HOSPITAL</td>
<td>Ms. Cyrlene Wilson, Statistical Analyst</td>
</tr>
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<td></td>
<td>Ms. Donna Williams, Health Information Management Services Supervisor</td>
</tr>
<tr>
<td>TURNING POINT SUBSTANCE ABUSE PROGRAMME</td>
<td>Mrs. Shirley Place, Programme Director</td>
</tr>
<tr>
<td></td>
<td>Dr. Ernest Peets, Clinical Manager</td>
</tr>
<tr>
<td><strong>BERMUDA POLICE SERVICE:</strong></td>
<td></td>
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<tr>
<td>FINANCIAL CRIME UNIT</td>
<td>Mr. Gerard O’Connell, Financial Analyst</td>
</tr>
<tr>
<td>NARCOTICS</td>
<td>Mrs. Derricka Burns, Detective Inspector</td>
</tr>
<tr>
<td>DUI</td>
<td>Mr. David Bhagwan, Sergeant</td>
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<td></td>
<td>Mr. Peter Stableford, Inspector</td>
</tr>
<tr>
<td><strong>BERMUDA PROFESSIONAL COUNSELLING SERVICES</strong></td>
<td>Ms. Fiona Elkinson, Programme Director</td>
</tr>
<tr>
<td><strong>BERMUDA SPORT ANTI-DPOING AUTHORITY</strong></td>
<td>Ms. Deborah Hunter, Chief Executive Officer</td>
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<td></td>
<td>Mr. Duncan Barclay, Results, Compliance &amp; Investigations Manager</td>
</tr>
<tr>
<td><strong>CADA</strong></td>
<td>Mr. Anthony Santucci, Executive Director</td>
</tr>
<tr>
<td><strong>COUNSELLING AND LIFE SKILLS SERVICES</strong></td>
<td>Dr. Zina Zuill, Supervisor-Counsellors</td>
</tr>
<tr>
<td></td>
<td>Mrs. Fredericka Brangman, Counsellor</td>
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<tr>
<td><strong>DEPARTMENT OF CORRECTIONS:</strong></td>
<td></td>
</tr>
<tr>
<td>WESTGATE CORRECTIONAL FACILITY</td>
<td>Ms. Toinette Lashley, Senior Case Worker</td>
</tr>
<tr>
<td>RIGHT LIVING HOUSE</td>
<td>Mrs. Theresa DeRoza, Programme Director</td>
</tr>
<tr>
<td><strong>DEPARTMENT OF COURT SERVICES:</strong></td>
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</tr>
<tr>
<td>BERMUDA ASSESSMENT AND REFERRAL CENTRE</td>
<td>Ms. Mariko Aguiar, Clinical Supervisor</td>
</tr>
<tr>
<td>DRUG TREATMENT COURT</td>
<td>Dr. Zina Woolridge, Case Management Unit Manager</td>
</tr>
<tr>
<td><strong>DEPARTMENT OF HEALTH:</strong></td>
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<tr>
<td>CENTRAL GOVERNMENT LABORATORY</td>
<td>Ms. Nadine Kirkos, Senior Government Analyst</td>
</tr>
<tr>
<td>MATERNAL HEALTH CLINIC</td>
<td>Ms. Gloria Burgess, Maternal Health Nurse</td>
</tr>
<tr>
<td><strong>DEPARTMENT FOR NATIONAL DRUG CONTROL:</strong></td>
<td>Mrs. Joanne Dean, Director</td>
</tr>
<tr>
<td></td>
<td>Dr. Kyla Raynor, Senior Research Officer/Policy Analyst</td>
</tr>
<tr>
<td>MEN’S &amp; WOMEN’S TREATMENT CENTRE</td>
<td>Mrs. Stephanie Tankard, Research Officer</td>
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<td>Mrs. Angria Bassett, Programme Manager</td>
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<tr>
<td><strong>DEPARTMENT OF PUBLIC PROSECUTIONS</strong></td>
<td>Mr. Larry Mussenden, Director</td>
</tr>
<tr>
<td><strong>HM CUSTOMS</strong></td>
<td>Mr. Dean Lema, Principal Customs Officer</td>
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<td></td>
<td>Ms. Melody Lightbourne, Senior Customs Officer</td>
</tr>
<tr>
<td><strong>LIQUOR LICENCE AUTHORITY</strong></td>
<td>Mr. Juan Wolffe, Senior Magistrate</td>
</tr>
</tbody>
</table>
Please take a few minutes to fill out this form. Your anonymous responses will be used to improve the planning of this meeting in the future. **THANK YOU!**

### MEETING DESIGN

<table>
<thead>
<tr>
<th>Please rate the meeting on the following aspects:</th>
<th>Outstanding</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Poor</th>
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<tbody>
<tr>
<td>– Organisation of the meeting</td>
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<td>– Content (current, relevant, useful)</td>
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<td>– Meeting facilities (venue, meals, etc.)</td>
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<td>– Participant materials</td>
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<td>– Quality of the meeting (overall meeting rating)</td>
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</table>

### MEETING RESULTS

<table>
<thead>
<tr>
<th>Please rate the meeting on the following aspects:</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree/Nor Disagree</th>
<th>Disagree</th>
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</thead>
<tbody>
<tr>
<td>– Meeting objectives were accomplished</td>
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<td>– The information was timely/relevant</td>
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**Length of meeting:**
- [ ] Too Long
- [ ] About Right
- [ ] Too Short

**The best aspect(s) of this meeting was:**

________________________________________________________________________________
________________________________________________________________________________

**The meeting could be improved by:**

________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________

**Other comments or suggestions:**

________________________________________________________________________________
________________________________________________________________________________

ANNEX III: PARTICIPANT EVALUATION

2018 ANNUAL MEETING OF THE BERMUDA DRUG INFORMATION NETWORK (BerDIN) 18th & 19th OCTOBER, 2018 PRINCESS VICTORIA ROOM HAMILTON PRINCESS

PARTICIPANT EVALUATION
DAY 1: Thursday, 18th October, 2018

Please take a few minutes to fill out this form. Your anonymous responses will be used to improve the planning of this meeting in the future. **THANK YOU!**

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**Length of meeting:**
- [ ] Too Long
- [ ] About Right
- [ ] Too Short

**The best aspect(s) of this meeting was:**

________________________________________________________________________________
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**The meeting could be improved by:**

________________________________________________________________________________
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**Other comments or suggestions:**

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PARTICIPANT EVALUATION
DAY 1: Thursday, 18th October, 2018

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</tbody>
</table>

**Length of meeting:**
- [ ] Too Long
- [ ] About Right
- [ ] Too Short

**The best aspect(s) of this meeting was:**

________________________________________________________________________________
________________________________________________________________________________

**The meeting could be improved by:**

________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________

**Other comments or suggestions:**

________________________________________________________________________________
________________________________________________________________________________

ANNEX III: PARTICIPANT EVALUATION

2018 ANNUAL MEETING OF THE BERMUDA DRUG INFORMATION NETWORK (BerDIN) 18th & 19th OCTOBER, 2018 PRINCESS VICTORIA ROOM HAMILTON PRINCESS

PARTICIPANT EVALUATION
DAY 1: Thursday, 18th October, 2018

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### MEETING RESULTS

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</tbody>
</table>

**Length of meeting:**
- [ ] Too Long
- [ ] About Right
- [ ] Too Short

**The best aspect(s) of this meeting was:**

________________________________________________________________________________
________________________________________________________________________________

**The meeting could be improved by:**

________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________

**Other comments or suggestions:**

________________________________________________________________________________
________________________________________________________________________________
Please take a few minutes to fill out this form. Your anonymous responses will be used to improve the planning of this meeting in the future. **THANK YOU!**

### SESSION 1: TEAM BUILDING ACTIVITY

Please evaluate the **first session** on Day 2 of this meeting – **“4 Essential Roles of Leadership”**:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree/Nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Enjoyment:</strong> Did I enjoy the activity?</td>
<td></td>
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<tr>
<td><strong>New knowledge and ideas:</strong> Did you learn something new and helpful about yourself and others?</td>
<td></td>
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<tr>
<td><strong>Working with others:</strong> Did you enjoy working with your teammates?</td>
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</table>

### SESSION 2: WELLNESS

Please evaluate the **second session** on Day 2 of this meeting – **“Wild Herbs and Plants Bermuda”**:

<table>
<thead>
<tr>
<th></th>
<th>Outstanding</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Poor</th>
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</thead>
<tbody>
<tr>
<td><strong>Presentation content</strong></td>
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<tr>
<td><strong>Presenters’ knowledge of subject matter</strong></td>
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<tr>
<td><strong>Presenters’ responsiveness to participants</strong></td>
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</table>

### DAY 2 RESULTS

Please rate the **entire** day’s activities on the following aspects:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree/Nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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</thead>
<tbody>
<tr>
<td><strong>Day’s objectives were accomplished</strong></td>
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<tr>
<td><strong>The Day’s content and activities were useful</strong></td>
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<tr>
<td><strong>Opportunities for participation/involvement</strong></td>
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<tr>
<td><strong>Format was suitable</strong></td>
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<tr>
<td><strong>Quality of the Day (Overall Day 2 Rating)</strong></td>
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</table>

### How likely are you to recommend EACH session to a friend or colleague?

1. 4 Essential Roles of Leadership
2. Wild Herbs and Plants Bermuda

<table>
<thead>
<tr>
<th></th>
<th>Not at all likely</th>
<th>Extremely likely</th>
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<tbody>
<tr>
<td>1</td>
<td>0 1 2 3 4 5 6 7 8 9</td>
<td>10</td>
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<tr>
<td>2</td>
<td>0 1 2 3 4 5 6 7 8 9</td>
<td>10</td>
</tr>
</tbody>
</table>
Length of Day 2:  ■ About Right  ■ Too Long  ■ Too Short

The best aspect(s) of Day 2 was:

_________________________________________________________________________________
_________________________________________________________________________________
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Day 2 could be improved by:

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Other comments or suggestions:

_________________________________________________________________________________
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## Participant Evaluation Results

### Day 1: Meeting

#### Meeting Design (Day 1)

<table>
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<th>Items</th>
<th>Score</th>
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<tbody>
<tr>
<td></td>
<td>2018</td>
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<tr>
<td></td>
<td>(n = 42/54)</td>
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<tr>
<td></td>
<td>2017</td>
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<td>(n = 45/69)</td>
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<td>2016</td>
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<td>(n = 36/43)</td>
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<td>2015</td>
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<td>(n = 42/45)</td>
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<td></td>
<td>2014</td>
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<td></td>
<td>(n = 32/39)</td>
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<tr>
<td>Organisation of the Meeting</td>
<td>4.6</td>
</tr>
<tr>
<td>Content (Current, Relevant, Useful)</td>
<td>4.7</td>
</tr>
<tr>
<td>Meeting Facilities (Venue, Meals, etc.)</td>
<td>4.2</td>
</tr>
<tr>
<td>Participant Materials (Report, Bag, etc.)</td>
<td>4.4</td>
</tr>
<tr>
<td>Quality of the Meeting (Overall Meeting Rating)</td>
<td>4.6</td>
</tr>
</tbody>
</table>

#### Meeting Results (Day 1)

<table>
<thead>
<tr>
<th>Items</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2018</td>
</tr>
<tr>
<td></td>
<td>(n = 42/54)</td>
</tr>
<tr>
<td></td>
<td>2017</td>
</tr>
<tr>
<td></td>
<td>(n = 45/69)</td>
</tr>
<tr>
<td></td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>(n = 36/43)</td>
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<tr>
<td></td>
<td>2015</td>
</tr>
<tr>
<td></td>
<td>(n = 42/45)</td>
</tr>
<tr>
<td></td>
<td>2014</td>
</tr>
<tr>
<td></td>
<td>(n = 32/39)</td>
</tr>
<tr>
<td>Meeting objectives were accomplished</td>
<td>4.5</td>
</tr>
<tr>
<td>The information was timely/relevant</td>
<td>4.6</td>
</tr>
<tr>
<td>Opportunities for participation/involvement</td>
<td>4.6</td>
</tr>
<tr>
<td>Format/agenda was suitable</td>
<td>4.6</td>
</tr>
</tbody>
</table>

### Length of Meeting

95% (40 respondents) thought it was “About Right”.

### Best Aspect(s) of this Meeting

- The data, presentations, and food.
- Learning about the physiological effects of drugs.
- Relevant and timely use of information as well as use of media.
- The presentation on behalf of the lab was very informative. The sobriety presentation was very helpful.
- Listening to the perspectives of the other attendees and to personally speak to our other colleagues.
- Outstanding presentations.
- All aspects were relevant. Information was timely.
- The new and varied information.
- Information and location (central).
- This was my first time attending as for the past several years, I have been hearing it was an excellent conference. I must concur and truly enjoyed myself.
- Legislation on cannabis.
- Presenters were very knowledgeable and made information interesting, videos were both enlightening and dis-heartening.
- Interactive- allowed for questions.
- Presentations were engaging and relevant- good amount of knowledge.
- Dr. Basden’s input on adolescent drug abuse and genetics.
- The opportunity to hear from well-informed speakers and the discourse.
- Learning about the psychological impact of drug use.
- Dr. Basden’s presentation.
- Effects of drugs on the brain.
- The keynote address, very informative containing a lot of relevant material not widely known-it should be!
- All of it was good.
- Good presentations and questions and answers.
- The informative presentations- There’s always something new learned, especially regarding the legislative process and the gaps in services. However, I am honored to be amongst peers who continue to provide prevention and intervention services. Well done!
- This was a very insightful workshop. I enjoyed all of the presentations.
- The high level of expertise exhibited by presenters and participants.
- Topics covered.
- Being presented with information from different organisations involved with any drug related issues.
- Magistrate Wolffe’s presentation.
- The interaction (sharing experiences).
- Prefer the small room setting that Hamilton Princess brought.
- Information sharing and networking!
- Dr. Basden’s presentation from a medical position was very informative and educational. Mr. Wolffe’s presentation was excellent.

**The meeting could be improved by (open-ended verbatim responses):**

- Opportunity to have another day to brainstorm interventions, lobby opportunities with all agencies all together.
- More information of prevention ideas; specifically, How can we assist in their efforts?
- Allowing more time for questions and answer. Having PowerPoint presentations available for persons to follow on laptops during conference.
- More time for questions and answers.
- Maintain the quality.
− More time allotted.
− Input from the police.
− Different way of seating (not that important, but to omit better interactions).
− Breakout groups to work on a special problem.
− Interactive activities.
− A second day with more presenters.
− If presentations were allotted to the morning with activities in afternoon.
− Attendance and participation from the pharmacy and health areas.
− Room temperature too cold.
− Presenters should ensure their presentations have no technical issue. Therefore, they should conduct a trial run.

Other comments or suggestions (open-ended verbatim responses):

− Thank you and Good Job! MWI- mental health should be here, Permanent Secretary should be here, and the Minister should stay.
− It would be nice for invited guests to be able to participate in Day 2. It creates opportunities for newcomers to meet people as well as network in a more relaxed environment.
− Education is very important.
− Can the presentations be emailed out to the participants?
− Meeting room too cold.
− Excellent Job!
− Thank you for once again raising the bar on what an annual meeting should entail.
− It would be nice if substance abuse counselors could attend as the information is very relevant for them to use to provide better services.
− List legislation problems to present to the Minister.
− Meeting was entirely informative.
− Make presentations available afterwards. Overall well organized and useful information.
− The Continuing Education Units were great!
− Please invite those from Dept. of Health who can state other health issues affecting Bermudians due to drugs, for example, dialysis.
− Stephanie was great!
− I have been attending for the past years and I have gained a wealth of knowledge about other organisations.
− Well done, even with the time crunch it was very well organized!
− Some information was very disturbing. We have a lot of work to do!
− Venue change should be highlighted.
− The meeting logistics were well organized and structured.
**DAY 2: WELLNESS & TEAM BUILDING**

### Session 1 – 4 Essential Roles of Leadership

<table>
<thead>
<tr>
<th>Items</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2018 (n = 20/27)</td>
</tr>
<tr>
<td>Enjoyment: Did I enjoy the activity?</td>
<td>4.7</td>
</tr>
<tr>
<td>New knowledge and ideas: Did you learn something new and helpful about yourself and others?</td>
<td>4.7</td>
</tr>
<tr>
<td>Working with others: Did you enjoy working with your teammates?</td>
<td>4.8</td>
</tr>
</tbody>
</table>

Note: In previous years, there were similar sessions, but measured on different dimensions and, therefore, should not be compared.

### Session 2 – Wild Herbs and Plants Bermuda

<table>
<thead>
<tr>
<th>Items</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2018 (n = 20/27)</td>
</tr>
<tr>
<td>Presentation Content</td>
<td>4.6</td>
</tr>
<tr>
<td>Knowledge of subject matter</td>
<td>4.8</td>
</tr>
<tr>
<td>Responsiveness to participants</td>
<td>3.9</td>
</tr>
</tbody>
</table>

Note: In previous years, there were similar sessions, but measured on different dimensions and, therefore, should not be compared.

### Day 2 Results

<table>
<thead>
<tr>
<th>Items</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2018 (n = 20/27)</td>
</tr>
<tr>
<td>Day’s objectives were accomplished</td>
<td>4.7</td>
</tr>
<tr>
<td>The Day’s content and activities were useful</td>
<td>4.8</td>
</tr>
<tr>
<td>Opportunities for participation/involvement</td>
<td>4.9</td>
</tr>
<tr>
<td>Format was suitable</td>
<td>4.9</td>
</tr>
<tr>
<td>Quality of the Day (Overall Day 2 Rating)*</td>
<td>4.6</td>
</tr>
</tbody>
</table>

Note: In previous years, there were similar sessions, but measured on different dimensions and, therefore, should not be compared.

Length of Day 2: 70% (14 respondents) thought it was “About Right”.

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*n = number of evaluation forms completed by participants who were present for all or most of the day.

Scale: 5 = Strongly Agree, 4 = Agree, 3 = Neither Agree Nor Disagree, 2 = Disagree, 1 = Strongly Disagree

*Scale: 5 = Outstanding, 4 = Above Average, 3 = Average, 2 = Below Average, 1 = Poor
How likely are you to recommend EACH session to a friend or colleague? [Not at all likely (0) to extremely likely (10)] (NET PROMOTER SCORE/NPS):

<table>
<thead>
<tr>
<th>Session</th>
<th>Detractors (%)</th>
<th>Passives (%)</th>
<th>Promoters (%)</th>
<th>NPS*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. 4 Essential Roles of Leadership</td>
<td>10</td>
<td>10</td>
<td>80</td>
<td>70</td>
</tr>
<tr>
<td>2. Wild Herbs and Plants Bermuda</td>
<td>0</td>
<td>10</td>
<td>89</td>
<td>89</td>
</tr>
</tbody>
</table>

Detractors: Unhappy participants who can impede learning. (Scores 0 to 6)
Passives: Satisfied but unenthusiastic who are valuable to competitive work sessions. (Scores 7 & 8)
Promoters: Loyal enthusiasts who will use materials and refer activity/session to others. (Scores 9 & 10)

*NPS is calculated by taking the difference between the Promoter and the Detractor.

The best aspect(s) of Day 2 was (open-ended verbatim responses):

- Both presentations exceeded my expectations.
- Great presenters.
- Leadership workshop.
- Both presentation were relevant from a professional role (leadership) and a personal role (self-care and health & wellness)
- Participant Involvement.
- Wild Herbs and Plants- brought back memories.
- I enjoyed all things.
- Interaction with other participants and activities.
- Wild Herbs taster.
- I loved the team building exercises. The use of the different color BerDIN shirts made me feel a part of a united cause within the drug Intel network.

Day 2 could be improved by (open-ended verbatim responses):

- Nothing. Everything was done well.
- Thank you for providing vegetarian options in the menu.

Other comments or suggestions (open-ended verbatim responses):

- Thanks so much!
- Always an outstanding 2 days. Excellent!
- Well Done DNDC team for a successful BerDIN meeting!
- Catering was excellent!
- I can’t wait to attend next year’s event. Great work ladies!
BERDIN’S MISSION

The BerDIN is committed to providing the evidence that allows for discussions and decisions to be informed by sound, centrally available, local data, on a wide range of issues that increase understanding of the complex, dynamic; and evolving nature of the Island’s drug problem.