

2025

Community Health Implementation Plan





Overall Goal: Improve the health of community members affected by substance use disorders and co-morbid/serious mental health conditions, with a focus on children, older adults, and other priority populations.

Objectives

1. Provide access to evidence-based treatment for SUD and co-morbid mental health conditions across inpatient, residential, partial, and outpatient levels of care, including telepsychiatry.
2. Provide age-specific programs for children, adolescents, and older adults at high risk (e.g., depression, trauma, SUD).

Strategies

- Provide inpatient, residential, partial hospital, outpatient, and telepsychiatry programs prioritized for SUD and co-morbid conditions (including opioid use disorder).
- Strengthen integrated care pathways for screening, diagnosis, and treatment of co-occurring SUD and mental illness (e.g., shared care plans, warm handoffs, co-located services).

Metrics

- # of patients served annually in SUD and co-morbid MH programs by level of care and by priority population (youth, older adults, racial/ethnic minorities).
- # and % of patients screened for SUD and co-morbid MH conditions at intake.



Overall Goal: Improve equitable access to behavioral health care and reduce gaps related to language, culture, socio-economic status, insurance, and geography, while strengthening workforce and system capacity.

Objectives

1. Provide care for uninsured and under-insured patients and those relying on MassHealth.
2. Recruit, develop, and retain a diverse, culturally and linguistically competent behavioral health workforce.
3. Reduce access barriers for priority populations (racial/ethnic minorities, immigrants, people with disabilities, LEP, rural residents, LGBTQ+ youth).

Strategies

- Provide care for uninsured and under-insured patients and those relying on MassHealth.
- Recruit, develop, and retain a diverse, culturally and linguistically competent behavioral health workforce.
- Reduce access barriers for priority populations (racial/ethnic minorities, immigrants, people with disabilities, LEP, rural residents, LGBTQ+ youth).

Metrics

- # and % of patients by payer type (MassHealth, commercial, self-pay) noting uninsured volumes.
- # and % of staff completing trainings in cultural responsiveness, implicit bias, and language access annually.
- # of bilingual/bicultural clinicians and interpreters available; # of encounters using language services.



Overall Goal: Reduce stigma related to mental illness and substance use, and strengthen mental health wellness and resiliency among community members, families, caregivers, and schools.

Objectives

1. Continue education and outreach programs to normalize help-seeking and increase mental health literacy, particularly in underserved communities.
2. Continue supporting schools' capacity to identify and respond to student and family mental health needs.
3. Continue supporting caregivers and family members affected by mental illness and SUD (e.g., parents, grandparents raising grandchildren).

Strategies

- Continue *Deconstructing Stigma* and other public education campaigns to venues frequented by under-represented and underserved populations (e.g., community centers, libraries, transit hubs, cultural events).
- Offer community-facing workshops, town halls, and virtual events on topics such as stress, trauma, substance use, youth mental health, and aging.
- Continue consultation, and resources for schools and school-based clinicians to support early identification, referral pathways, and crisis response for students.

Metrics

- # of stigma-reduction events, campaigns, and outreach activities conducted annually, and estimated reach (in-person + digital).
- Pre/post change in mental health literacy, stigma, and willingness to seek treatment (state surveys).
- Increase in referrals to McLean and community behavioral health services from schools and community partners.



Mass General Brigham
McLean