

## **Community Health Needs Assessment Implementation Plan, 2025-2027**

### **A. Enhance Mental Health Services for Youth and Families:**

- Develop and open a PRTF residential program for adolescents, addressing a critical gap in the system of care in Vermont
- Develop and open a telehealth Adolescent PHP/IOP program
- Increase child/Adolescent Capacity in Anna Marsh Clinic
- Explore collaboration and partnerships with pediatric providers to help provide access and treatment services

### **B. Address Health Disparities and Promoting Health Equity:**

- Conduct further analysis of the CHNA data to identify specific health disparities among underserved populations.
- Expand staff training in culturally and linguistically appropriate mental health services tailored to the needs of these populations.
- Strengthen partnerships with community-based organizations that serve BIPOC and LGBTQIA+ individuals.
- Provide training to Retreat staff on cultural competency and implicit bias.
- Conduct disability accessibility audit of campus, and create action plan to address results
- As a best practice, evaluate and adopt a model of ensuring accurate client demographic information is collected
- Whenever possible, analyze demographic data for disparities when conducting analysis of quality metrics
- Work to actively recruit and retain clinicians from widely varied backgrounds

### **C. Foster Community Collaboration and Integration of Care:**

- Solidify partnerships with Brattleboro Memorial Hospital and other community health and social service providers
- Pursue sustainability of grant-funded multi-agency Healthworks ACT Team collaboration, which serves individuals in the community who are unhoused or housing insecure and significant mental health challenges

- Enhance communication and referral pathways between the Retreat and social service agencies addressing housing, food insecurity, and other social determinants of health.
- Participate actively in the Accountable Communities for Health (ACH) and other collaborative initiatives.
- Explore expanding psychiatric staff consultation in emergency room settings across the State
- Actively participate in the healthcare reform and transition in the State of Vermont, to ensure the long-term sustainability of mental health services with and among the larger landscape and systems of care

D. Improving Community Awareness and Reducing Stigma Related to Mental Health:

- Develop and implement public awareness programs to reduce stigma and promote help-seeking.
- Offer mental health education and training to community members, educators, and first responders.
- Partner with local media to share stories of recovery and promote positive messaging around mental health and substance use.
- Disseminate information about available mental health and addiction resources through various channels.

E. Increase access to Care by Reducing Barriers to Care:

- Continue partnership with Rescue Inc. to provide emergency room transportation to psychiatric hospital care across the State, and evaluate other transportation needs and solutions
- Reduce waiting-list times for psychotherapy in Anna Marsh Clinic
- Develop and open a discharge follow-up clinic, for post-hospital short-term follow-up psychiatric care and coordination