

Peer Integration for Implementation Readiness Learning Community

Presented by

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pre-event survey*

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Questions? Email: stanfordcme@stanford.edu

CMHIS provides support for organizations and systems on how to implement the most effective mental health care in their communities.

Resource Library

We are excited to announce the launch of our Resource Library. This curated collection features practical, pragmatic, and accessible resources tied to our eight core topics to support the preparation, implementation, and sustainment of effective mental health practices and programs. We will continue to populate the Resource Library over the next few weeks, so please check back for updates.

Search for Text

Year Published

Contributor

Resource Type

Target Audience

Experience Level

Keywords

Sort



Factors Influencing Implementation Infographic

Published: 2025

This infographic provides an overview of factors influencing implementation, their key components, and why they matter when implementing a new effective mental health practice. The...



Implementation Strategies Infographic

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This infographic provides an overview of implementation strategies, their key components, and why they matter when implementing a new effective mental health practice. The infographic...



Measurement-Based Care Infographic

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Community Engagement and Needs Assessment Infographic

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This infographic provides an overview of community engagement and needs assessment, their key components, and why they matter when implementing a new effective mental health...



National Repository of Patient-Reported Outcome Measures

Published: 2025

The National Repository of Patient-Reported Outcome Measures (NPROM) was identified and vetted by a national panel of experts on Measurement-Based Care (MBC). The PROMs are...



Program Evaluation Infographic

Published: 2025

This infographic provides an overview of program evaluation, its key components, and why it matters when implementing a new effective mental health practice. The infographic...

Preparing

Implementing

Sustaining

The Work of CMHIS and the Hubs



Events & Activities

Targeted/intensive events focused on real-world practice change.



Consultation & Coaching

Hands-on, tailored problem-solving to help your team navigate roadblocks.



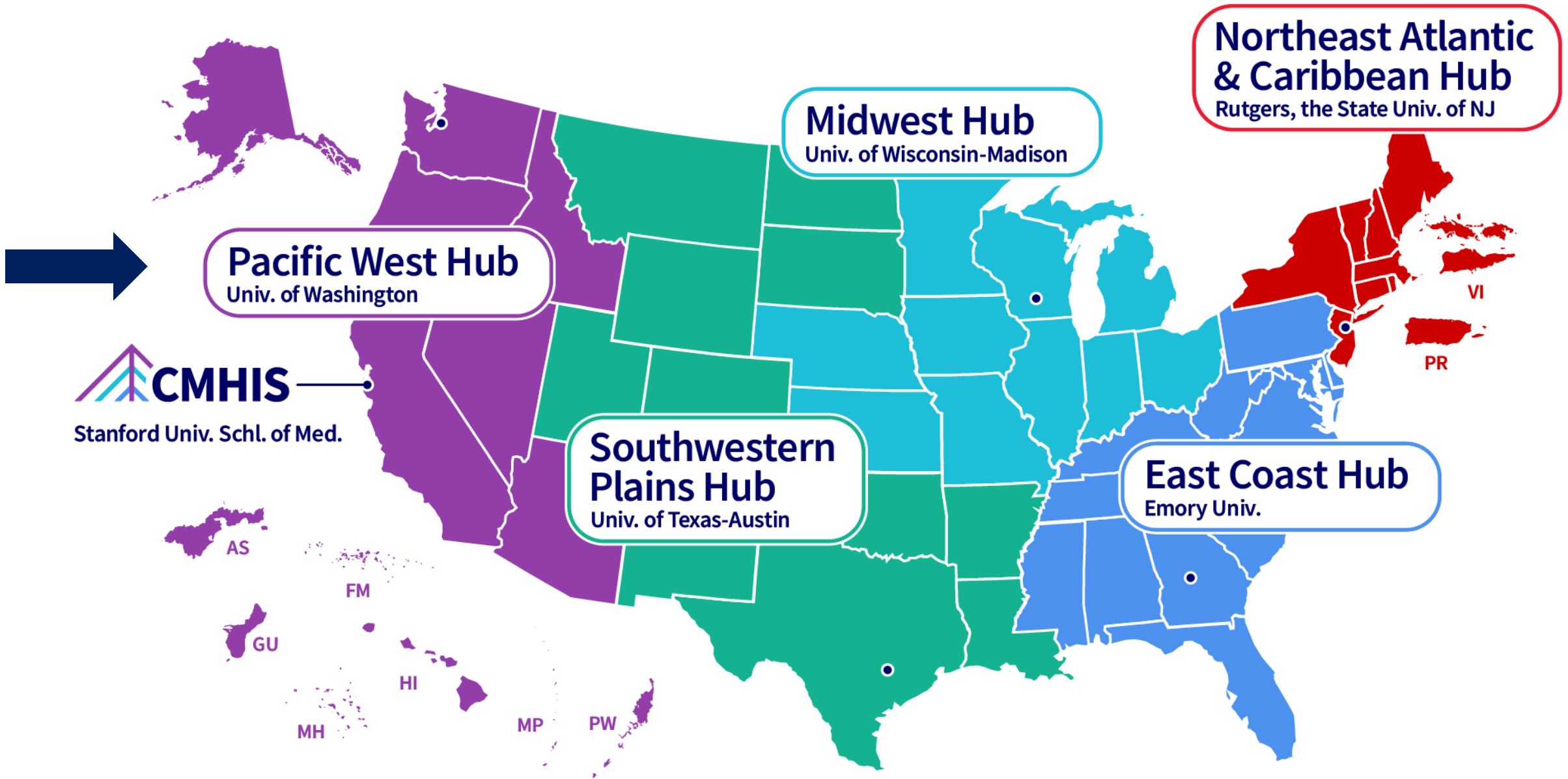
Resources

Practical tools and guides to get started, improve quality, and sustain services.



Online Learning

Experts at your fingertips through online courses and recorded sessions in our CMHIS Learning Lab.



CMHIS
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Co-directors

Lydia Chwastiak, MD, MPH
Christina Clayton, LICSW, SUDP



- Serves HHS regions 9 & 10
- University of Washington School of Medicine
 - Department of Psychiatry & Behavioral Sciences

Implementing MH program
or practice

Community-based settings

Join at any stage in process

Seeing the System: Mapping Peer Integration in Practice



Today's Flow:

- **Grounding** into our collective space.
- **Looking back to look ahead**, how did we get here?
- **Unpacking** mapping and integration.
- **Painting the picture** of peers as our partners, leaders, and knowledge holders.

Our Collective Learning Space

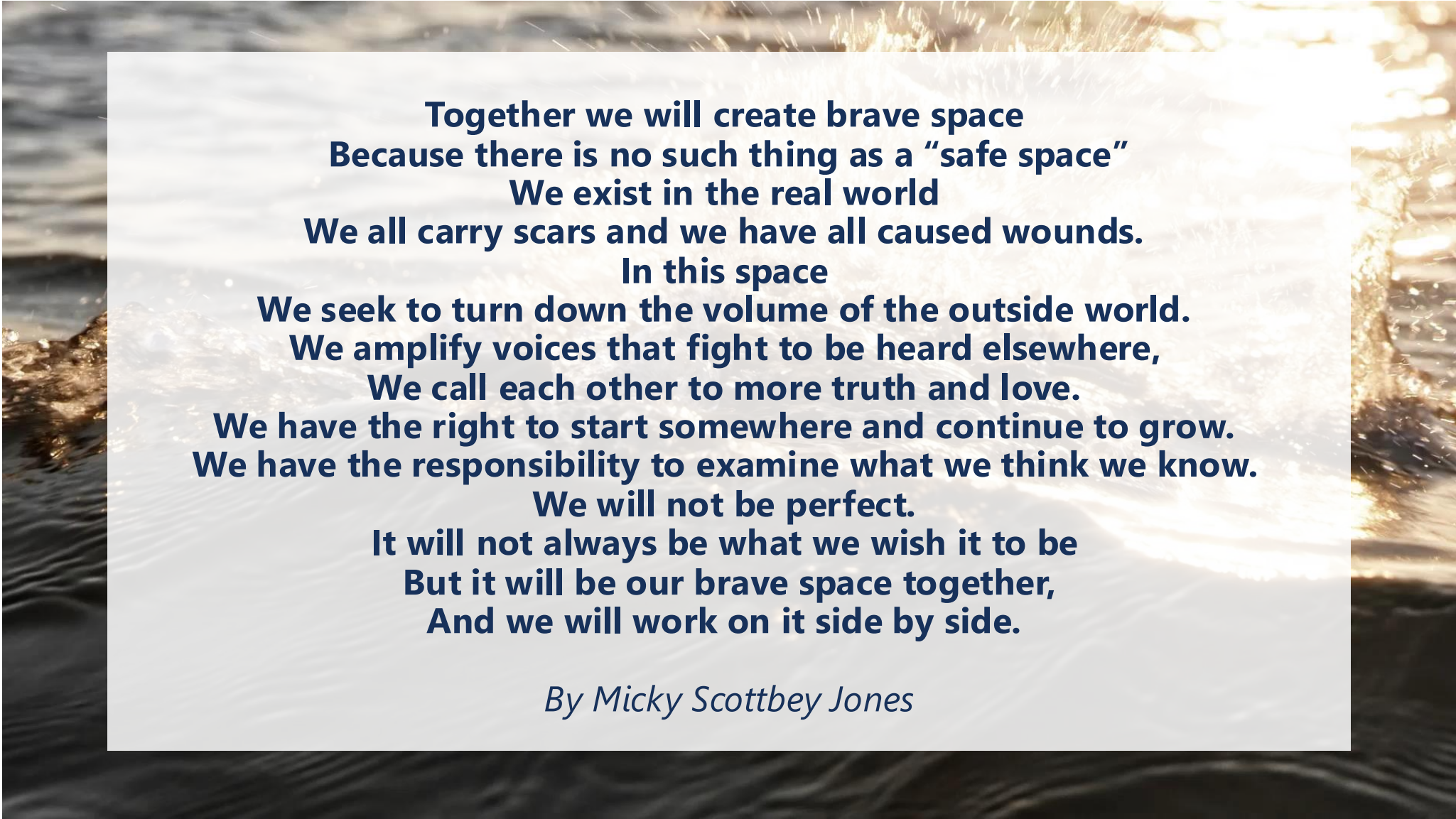


- Please share your name, pronouns, role, organization, and the area you are joining us from.

Take out a pen and paper. In a moment of activation, reflect on what is:

- Something you can tell yourself (e.g., gentle, be gentle on myself).
- Something you can do (e.g., go for a walk, drink water, listen to music).
- Someone you can talk to (e.g., friend, family, natural support).

An Invitation to Brave Space



**Together we will create brave space
Because there is no such thing as a “safe space”
We exist in the real world
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world.
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love.
We have the right to start somewhere and continue to grow.
We have the responsibility to examine what we think we know.
We will not be perfect.
It will not always be what we wish it to be
But it will be our brave space together,
And we will work on it side by side.**

By Micky Scottbey Jones

Integration, Implementation, Sustainability



- Integration:
 - How do you know if peers are truly integrated or simply present?
- Implementation:
 - Where is our "messy middle" and where is our organization creating alignment with and for peers?
- Sustainability:
 - What helps support peers in their journey as leaders and knowledge holders within this work?

***We are humans working within systems designed to systemize people.
What would it look like to humanize the system?***

Reflection Moment



- If you have worked alongside a peer:
 - Describe your first experience working with a peer professional.
 - What did you learn from that relationship?
 - What helped create trust, respect, and collaboration?
 - Looking back, what could have strengthened that experience?
- If you are a peer professional:
 - Reflect on one of the first moments you felt genuinely supported in your role.
 - What actions, attitudes, or conditions contributed to that feeling?
 - Reflect on a time you did not feel supported, what was missing?

Defining Integration

- Creating our own definition of integration.
 - What does it mean to integrate?
 - What does it mean to be integrated?



Mapping Our Influence on Integration

- Institutional
 - Explicit
 - Policies, Practices, Resource Flows, etc.
- Interpersonal
 - Semi-Implicit
 - Relationships, Connections, Power Dynamics, etc.
- Individual
 - Implicit
 - Mental Model



Integration and Mapping as Weather and Roots



- Weather: The Conditions Around Us
 - Daily experiences, relationships, workplace culture, supervision, team dynamics, etc.
- Roots: The Systems We Are Planted In
 - Policies, funding, organizational structures, hiring practices, compensation, power-sharing, etc.



Weather: The Conditions Around Us

- What conditions help peers feel supported, valued, and able to thrive?
- What helps peers grow?
- What storms do peers navigate?
- When peers flourish what happens around them?



Roots: The Systems We Are Planted In

- What systems nourish and sustain peer roles?
- What systems limit growth or create barriers?
- Where do peers have influence and decision-making power?
- What roots need strengthening for peers to thrive long-term?



Being Human Is the Real Certification

You can hang every credential on your wall.
You can have perfect notes and a beautiful website.

But...if you can't sit in the discomfort of a real, raw, human moment...
Then you're not ready for this work.

Being trauma-informed isn't about the trauma training.

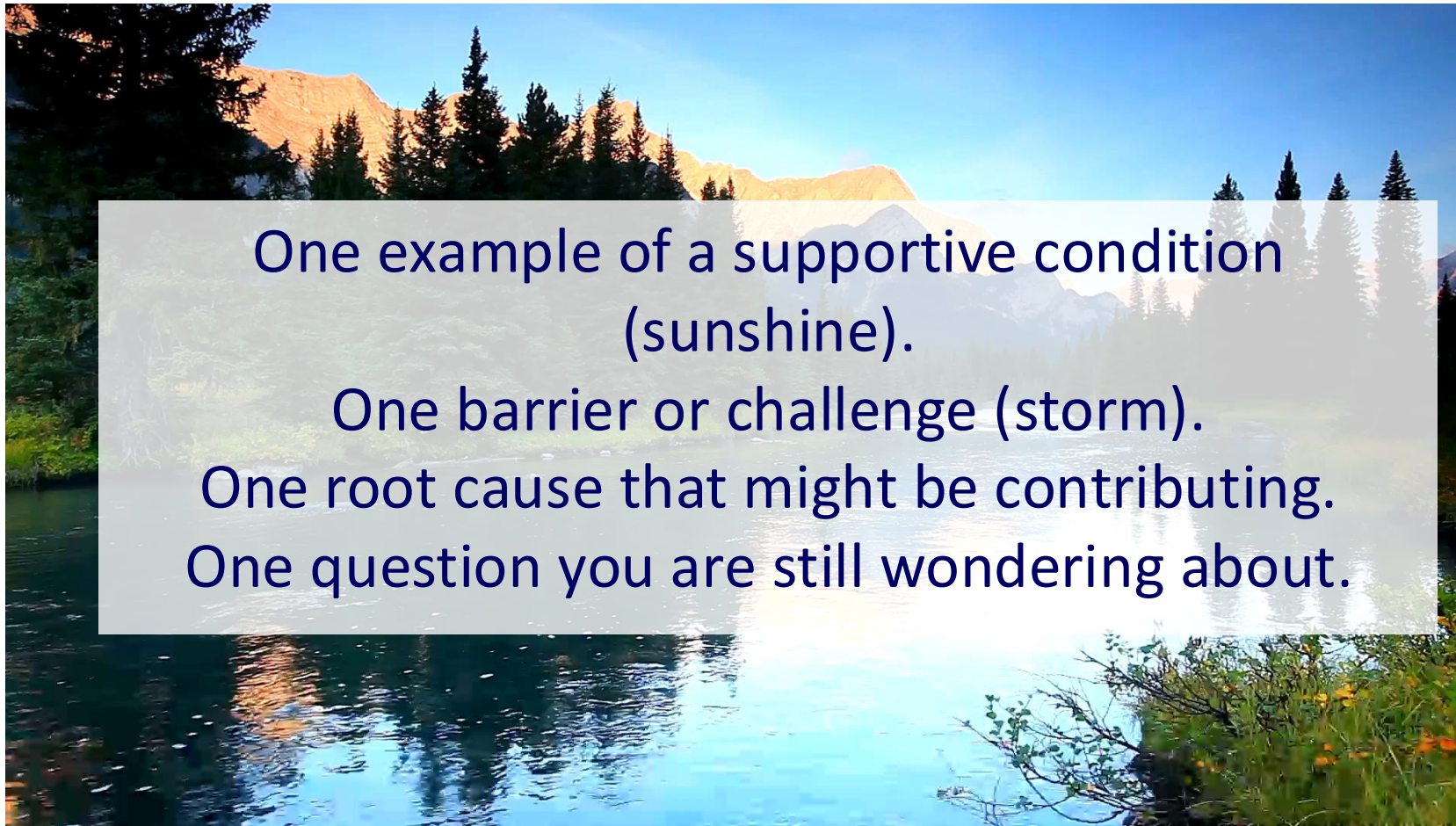
It's about whether you've let it touch you.
Change you. Humble you.

The people who have walked through their own shadows and returned with
gentleness in their hands?

They are the ones we trust.
They are the ones who can say, without flinching:
"I see you. I've been there. And I'm not going anywhere."

-Anti Therapist Unleashed

The "So What" Of Our Time Today



One example of a supportive condition
(sunshine).

One barrier or challenge (storm).

One root cause that might be contributing.

One question you are still wondering about.

Next Session

- **Session 2**
 - Thursday, June 18 @ 2-3:00 p.m. Pacific Time
- **After today:**
 - We will be in touch with key takeaways, resources, and reminders!

Let's Connect!



SCAN ME



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