

# Implementation: Barriers and Solutions

**Presented by** \_\_\_\_\_

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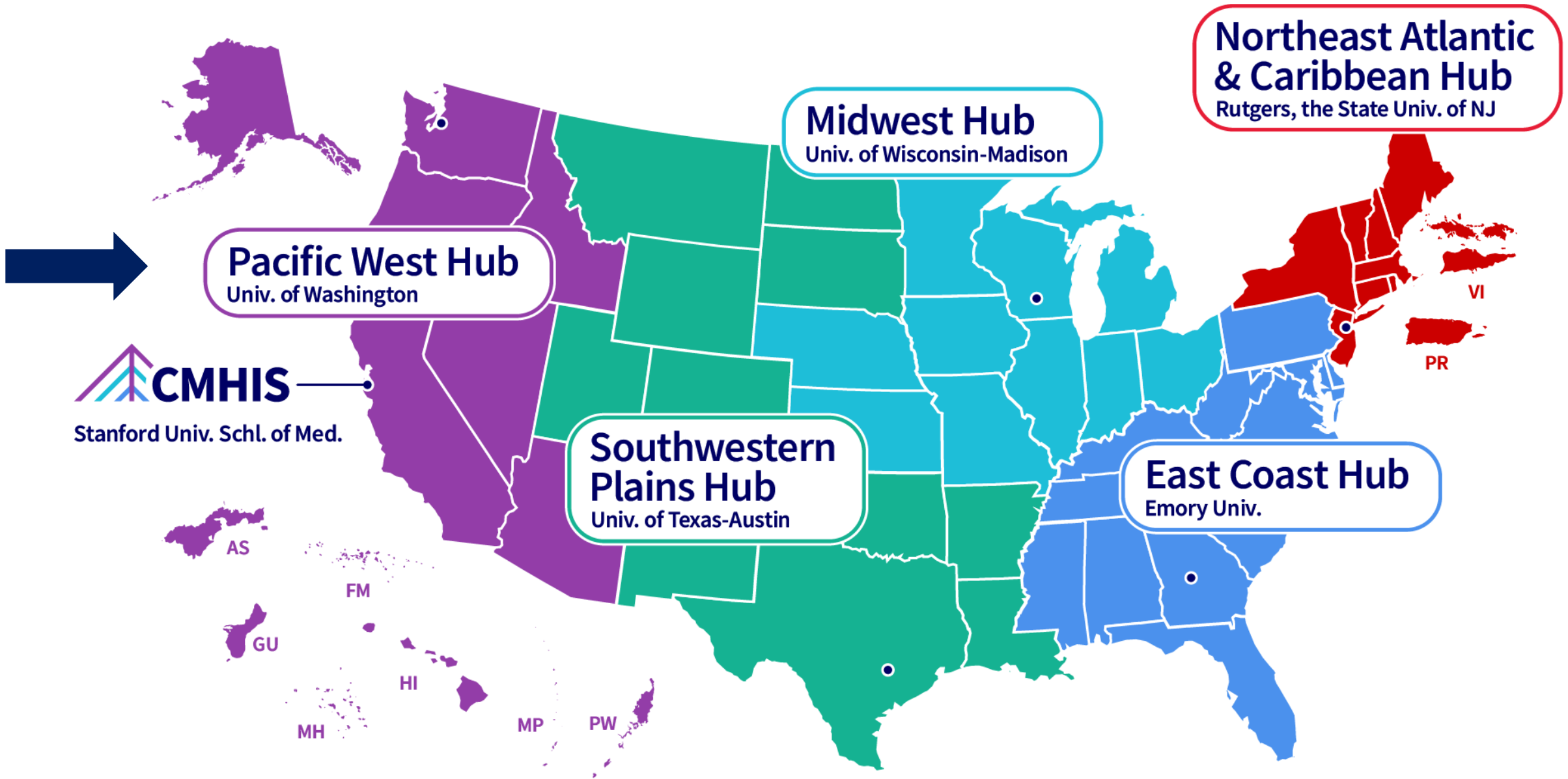
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**CMHIS**  
Stanford Univ. Schl. of Med.

**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**  
 Published: 2025  
 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**  
 Published: 2025  
 This infographic provides an overview of measurement-based care, its key components, and why it matters when implementing a new effective mental health practice. The infographic...

**Community Engagement and Needs Assessment Infographic**  
 Published: 2025  
 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 (PROMs) 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**

5 Pacific West Hub for Mental Health Implementation Support

# 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.



**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

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## Today's Flow:

- **Grounding** into our collective space.
- **Looking back to look ahead**, how did we get here?
- **Unpacking** integration and implementation barriers.
- **Creating** solutions.

# Our Collective Learning Space



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- Please share your name, pronouns, role, organization, and the area you are joining us from.
- Yes Please/No Thank You Game!
  - If possible, have your cameras on.
  - Use chat reactions if needed to participate.

# 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?***

# Reviewing Integration 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.



# Reviewing Integration as Weather and Roots



## Weather:

- What helps peers grow?
- What storms do peers navigate?
- When peers flourish what happens around them?

## Roots:

- What systems nourish and sustain peer roles?
- What systems limit growth or create barriers?

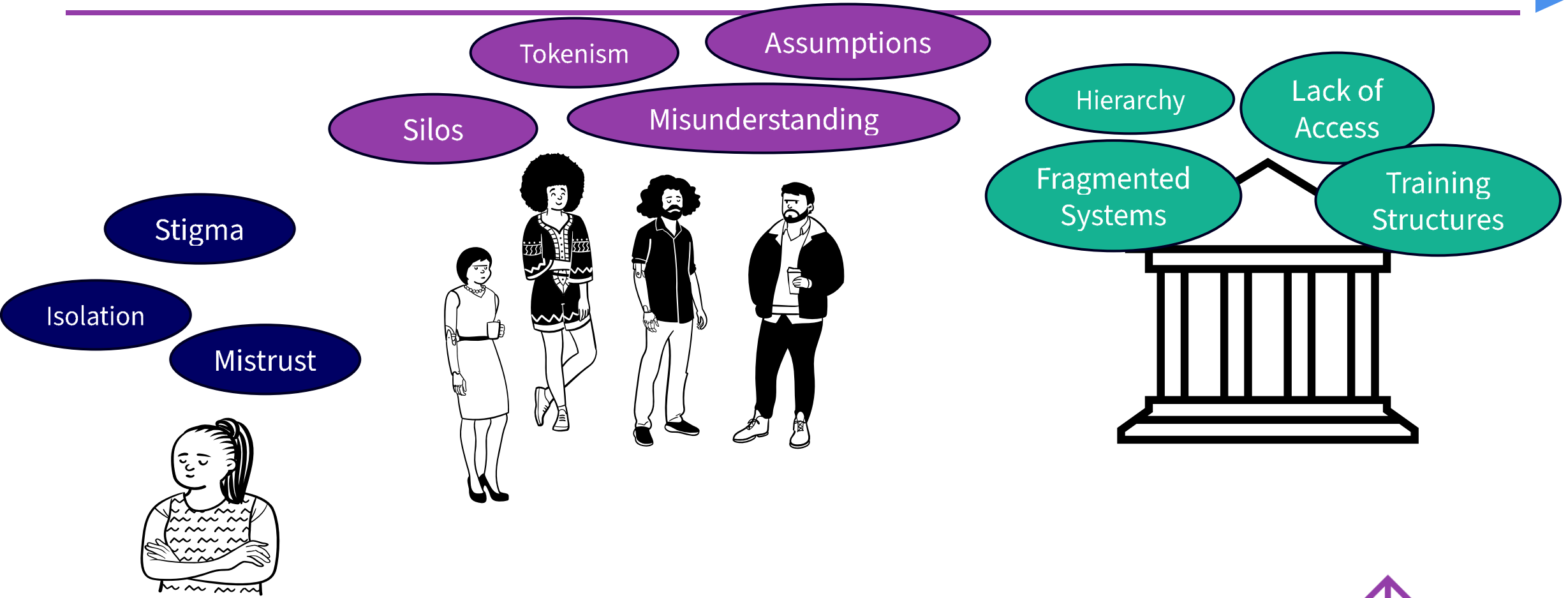


# Reviewing Water of Systems Change and Social Toxicity

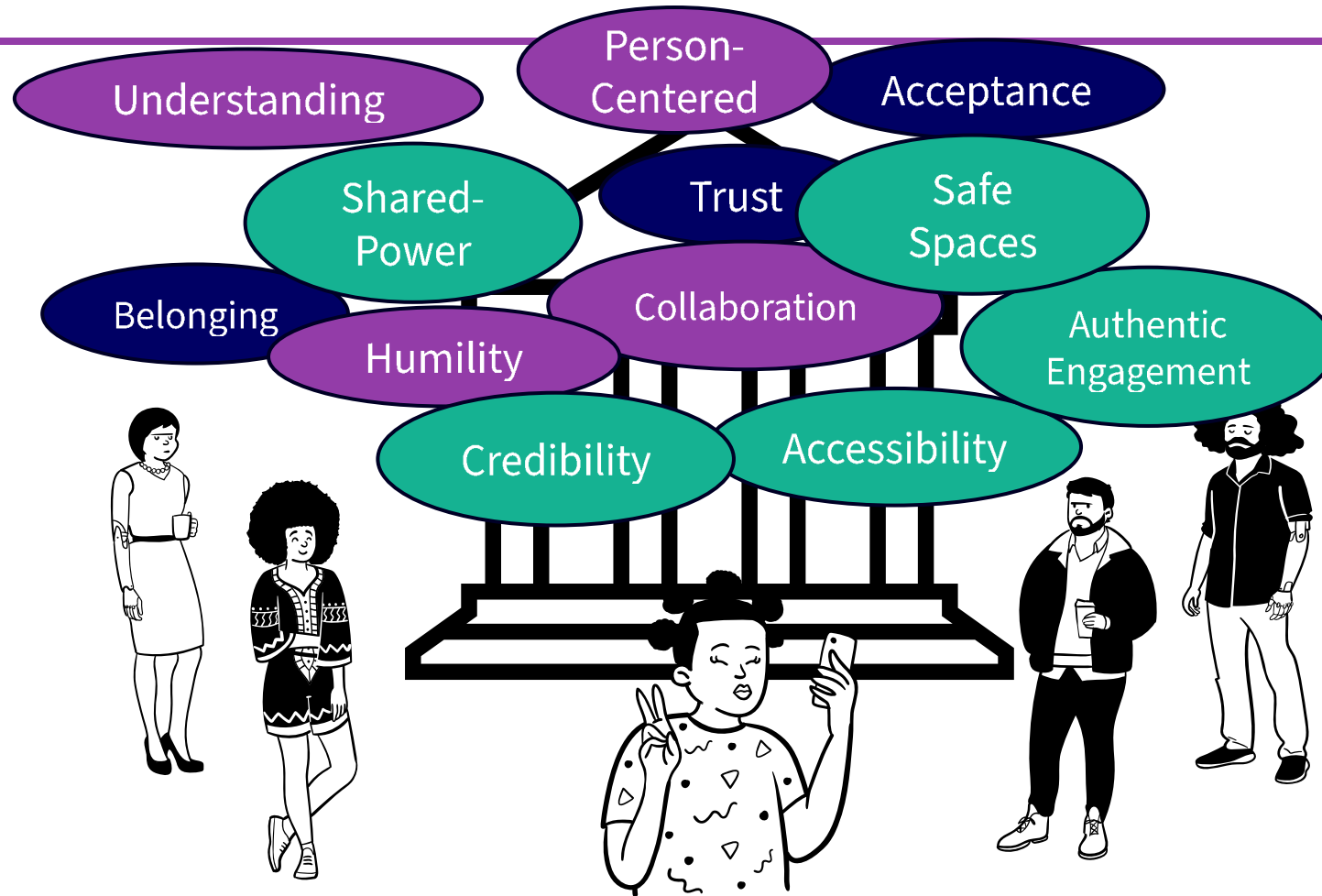
- **Institutional**
  - Explicit
  - Policies, Practices, Resource Flows, etc.
- **Interpersonal**
  - Semi-Implicit
  - Relationships, Connections, Power Dynamics, etc.
- **Individual**
  - Implicit
  - Mental Model



# Barriers of Implementation



# Solutions to Implementation



# Shaping Solutions

- Peer Supervision
- Role Clarity
- Shared Decision-Making
- Career Pathways
- Culture Change Training
- Psychological Safety
- Peer Leadership Representation



# The “So What” of Our Time Together

- What resonated?
- What challenged your thinking?
- What might you try?

## **In Practice:**

Observe and name where you see barriers arise. Do they land from an individual, relational, or institutional level? What would be a solution to address that barrier?

# What They Don't Teach You in Trauma Trainings

You can memorize every model.  
You can attend all the trainings.  
You can pay for ten different trauma certifications.

But...

If you haven't sat with your own shame,  
If you haven't made space for the parts of yourself that were once exiled,  
If you still treat trauma like something that happens to other people...  
Then your work is missing something vital.

Because **you can't teach what you're too afraid to feel.**

Lived experience doesn't mean you've done it all perfectly.  
It means you know what it means to survive.  
You know what it means to **heal in a system** that often harms.  
And you know what it means to **long for a space that feels real.**

That knowing? That's the foundation of **trust.**

-Anti Therapist Unleashed

# Next Session

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- **Session 3**
  - Thursday, June 25<sup>th</sup> @ 2-3:00 p.m. Pacific Time
- **After today:**
  - We will be in touch with key takeaways, resources, and reminders!

# Let's Connect!



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