

**Pine Rest Christian Mental Health Services
Community Health Needs Assessment Plan
May 2022**

The Affordable Care Act contains provisions that require hospitals to conduct or participate in a Community Health Needs Assessment (CHNA). In order to maintain non-profit status, hospitals are required to respond to the identified needs by using their community benefit dollars to impact the community needs identified in the CHNA report. This document presents the outcomes of the 2021 Pine Rest Board approved plan and contains a new plan for 2022 that has been approved by the Executive Leadership Team. It is presented for the Board's approval.

Background

The law requires that a new CHNA be conducted every three years. Pine Rest has participated in the completion of a fourth CHNA with other local hospitals and the Kent County Health Department. It was published in March 2021, is posted on the Pine Rest website and can be found at [FINAL-2020-CHNA-REPORT.pdf \(accesskent.com\)](#). Following completion of the report, the following priority health issues were identified:

- Access to Health Care
- Discrimination and Racial Inequity
- Economic Security
- Mental Health

Pine Rest leadership has reviewed the priorities and identified those that will be addressed with Pine Rest community benefit funds during 2022. The following describes the strategies to be implemented, the rationale for the strategies, how the organization will measure the impact, and the source of community benefit funds that will be used to fund the strategy.

The priority health issue that will not be addressed in Pine Rest's plan is Economic Security. Pine Rest's expertise is in behavioral health care. Pine Rest intends to focus allocation of resources on the priority needs of the community that fit within that expertise.

Pine Rest Strategies for 2022

The 2020 Kent County Community Health Needs Assessment identified that of all adults who reported 14 or more days of poor mental health, 40.1% are not currently receiving treatment. The assessment also found that 14.3% of adults who experienced work or activity limitations in the past 30 days attributed this to a mental health condition. More than one third (37.2%) of these adults are not receiving any mental health treatment.

The CHNA also noted that discrimination was described as a barrier to receiving quality, affordable care, particularly among people who have a disability (physical, hearing or vision), who

are transgender, or who speak a language other than English. It also noted that discrimination has been linked to health problems such as anxiety, depression, obesity, high blood pressure, and substance abuse.

Pine Rest's planned strategies outlined below will address these issues and seek to improve access to health care, discrimination and racial inequity, and mental health.

CHNA Priority Health Issues: Access to Health Care, Discrimination and Racial Inequity, Mental Health

1. Pine Rest Strategy: Establish a Behavioral Health Care Transition Navigator position to spearhead a collaborative effort to ensure safe transitions of care, following the Zero Suicide model.

Rationale: The 2020 Community Health Needs Assessment identified that suicide is the eighth leading cause of death in Kent County and the tenth leading cause of death in the State of Michigan. As a leading community behavioral healthcare provider, Pine Rest will continue to engage in partnerships with other community health providers to implement Zero Suicide processes regionally. Pine Rest will create a new position, Behavioral Health Care Transition Navigator to develop innovative systems and processes to support transition between levels of care. Transition between inpatient psychiatric hospitalization and follow-up care is the most critical time for patients with a history of suicide risk. This position will target interventions to get patients safely to the next level of care. The Pine Rest Foundation has funded this initiative through Summer 2023.

2. Pine Rest Strategy: Provide funding for rotation expenses for up to four underrepresented medical students to rotate at Pine Rest for the 2022-2023 academic year.

Rationale: Pine Rest seeks to provide a treatment environment that provides high quality care to all patients/residents seeking care. As patients/residents receiving treatment are diverse, it is imperative that those providing services also be of diverse backgrounds. Pine Rest care must be inclusive for all in the communities it serves. The residency program has created a program that will provide a scholarship to individuals who are underrepresented in the area of medicine who are interested in a career in psychiatry. This is intended to assist with recruiting more diverse applicants to the Pine Rest residency program as well as to improve access to care for underrepresented/marginalized individuals. The Pine Rest Foundation has funded this initiative through Summer 2023.

3. Pine Rest Strategy: Establish and support an active Diversity, Equity and Inclusion Task Force that develops an annual work plan to complete focused work on making Pine Rest a place for individuals of diverse backgrounds to feel comfortable receiving behavioral healthcare services as well as for those working in the organization. Pine Rest will implement a work plan for 2022 focused on recruitment and retention.

Rationale: To provide equitable and inclusive care, Pine Rest must have employees with diverse backgrounds. Clinical training programs within the organization also must have students/trainees of diverse background. Having a diverse workforce and diverse training

programs allows patients to feel more comfortable when they meet someone that is similar to them. It also allows for a diverse understanding of challenges to seeking mental health care for specific marginalized populations. The CHNA report indicates that according to survey respondents, discrimination was reported as a frequent or constant stressor among people of color, people who identify as LGBTQ, and people with disabilities. The report goes on to state that in focus groups, participants also reported facing additional barriers to health care because of these characteristics. A diverse workforce is one step to creating a more inclusive space at Pine Rest and breaking down barriers to accessing care. The Pine Rest Foundation has funded this initiative through Summer 2023.

4. Pine Rest Strategy: Continue to provide inpatient psychiatric care to patients who have tested positive for COVID-19.

Rationale: Patients that meet criteria for hospitalization due to a behavioral health concern are best treated in an inpatient psychiatric hospital. Pine Rest has developed protocols so as to provide the unique treatments provided in an inpatient psychiatric hospital to patients who have also tested positive for the COVID-19 virus. The alternative to this is hospitalization in a general medical hospital, which is less equipped to address the patient's behavioral health needs. Pine Rest provides the additional resources for additional staffing, additional monitoring, etc. with Pine Rest operating funds.

The table on page 4 labeled "Pine Rest CHNA Plan for 2022" summarizes the plan described here and includes how we will measure the impact of each strategy.

The table on pages 5-6 "Pine Rest CHNA Outcomes for 2021" contains the plan that the Pine Rest Board of Directors approved last year and provides the actual outcomes data for each strategy.

Pine Rest CHNA Plan for 2022

<p>Needs to be Addressed: Access to Health Care Discrimination & Racial Inequity Mental Health</p>	<p>Strategy to Meet the Need</p>	<p>How the Impact will be Measured</p>	<p>Pine Rest Investment</p>
<p>Mental Health</p>	<p>Create Behavioral Health Care Transition Navigator Position</p>	<p>Hire an individual for this position. Development of collaborative team with post-hospital support workflows for patients being discharged from inpatient.</p>	<p>Pine Rest Foundation Grant Funds</p>
<p>Discrimination & Racial Inequity Access to Health Care Mental Health</p>	<p>Develop an underrepresented minority in medicine psychiatry rotation scholarship that funds rotation expenses for up to four medical students to rotate at Pine Rest in the 2022-2023 academic year.</p>	<p>Four medical students will receive the scholarship to rotate at Pine Rest. At least one of these medical students will apply for residency at Pine Rest following their rotation.</p>	<p>Pine Rest Foundation Grant Funds</p>
<p>Access to Health Care Discrimination & Racial Inequity</p>	<p>Develop 2022-2023 Diversity, Equity & Inclusion work plan focused on recruitment & retention.</p>	<p>Completion of 50% of work plan goals by 12/31/2022.</p>	<p>Pine Rest Foundation Grant Funds & Pine Rest Board Designated Funds</p>
<p>Access to Health Care</p>	<p>Provide inpatient psychiatric hospitalization to patients with COVID-19.</p>	<p>Pine Rest will provide inpatient services to at minimum 100 patients with a positive COVID-19 diagnosis in 2022.</p>	<p>Pine Rest Operating Funds</p>

Pine Rest CHNA Outcomes for 2021

Needs to be Addressed: Mental Health Substance Abuse	Strategy to Meet the Need	How the Impact will be Measured	Pine Rest Investment	Outcomes for 2021
Mental Health	Continue staff training and implementation of a community-wide suicide reduction strategy using the Zero Suicide model.	Train at least 500 staff in suicide reduction strategies.	Pine Rest Foundation Grant Funds	More than 500 staff were trained in suicide reduction strategies in 2021.
Discrimination & Racial Inequity Access to Health Care Mental Health	Develop an underrepresented minority in medicine psychiatry rotation scholarship that funds rotation expenses for up to four medical students to rotate at Pine Rest in the 2021-2022 academic year.	Four medical students will receive the scholarship to rotate at Pine Rest. At least one of these medical students will apply for residency at Pine Rest following their rotation.	Discrimination & Racial Inequity Access to Health Care Mental Health	Four medical students received the scholarship to rotate at Pine Rest. Three students applied for residency at Pine Rest. Pine Rest matched one of the scholarship recipients.
Access to Health Care Discrimination & Racial Inequity	Recruit and retain employees of diverse backgrounds.	Establish a minimum of five (5) partnerships in the community. Year one will be establishing baseline data collection for employees, patients and the community.	Access to Health Care Discrimination & Racial Inequity	Five partnerships were established in 2021. Baseline data for staff was collected. Patient & applicant data will be collected in 2022.
Access to Health Care Mental Health	Provide inpatient psychiatric care to behavioral health patients with a	Provide this service until deemed no longer necessary (in consultation with community partners	Operational funds in partnership with the State of Michigan	Specialized unit was open until it was mutually agreed with the State of

	COVID-19 diagnosis.	and the State of Michigan).		Michigan that there was no longer need for the unit.
Access to Health Care Mental Health	Provide Adult Foster Care services for residents with a COVID-19 diagnosis.	Provide this service until deemed no longer necessary (in consultation with community partners and the State of Michigan).	Operational funds in partnership with the State of Michigan	Specialized unit was open until it was mutually agreed with the State of Michigan that there was no longer need for the unit.