

2019 Mental Health Guiding Coalition

Mental Health as a Community Priority

As we celebrate the 10-year anniversary of the passage of landmark federal legislation, the Mental Health Parity and Addiction Equity Act, mental health care delivery and outcomes still significantly lag physical health. Stigma, network and access issues, and gaps in care remain. Too often, the fragmented system fails patients. Sadly, this is true both nationally and in Minnesota.

Yet, in Minnesota, we have unique assets to tackle this important community health priority. We also have a track record of innovation and collaboration for results, as demonstrated through the DIAMOND project, the COMPASS project, and Minnesota Bridges to Excellence. There is also significant *current* activity across stakeholder groups, (including The Action Group, ICSI, MNMCM, MDH, NAMI, health plans, care systems, and others) that has the potential for greater value if we align interests and approach the challenge collectively.

Employers are committed to leading and are calling upon all stakeholders to work together to accelerate improved outcomes for the 4 in 10 persons living in the U.S. who have faced mental illness, many of whom have co-morbidities including cancer, diabetes and heart disease.

Overview of the 2019 Mental Health Guiding Coalition

The Action Group will convene a Mental Health Guiding Coalition (MHGC), uniting employers and other stakeholders.

The purpose of the Mental Health Guiding Coalition is to provide multi-stakeholder input, insight, and guidance to employers to ensure their success in providing high-value, integrated mental health care to their employees while leveraging their purchasing power in the market to drive positive change on behalf of all Minnesotans.

The Guiding Coalition will:

- Leverage the unique assets of Minnesota.
- Create a “common table” for the exchange of perspectives and ideas.
- Identify opportunities for collaborative action with regard to:
 - Reducing stigma
 - Increasing access to affordable, high-quality care
 - Ensuring mental health parity
 - Advancing integrative care
 - Improving patient outcomes
- Identify measurable indicators of progress towards those goals .
- Serve as an advisor to employers in the development of a purchaser-led program that will improve the access to, and quality of, integrated mental health care across the state and serve as a model nationally.

Convening the Guiding Coalition

The Action Group staff will:

- Draft a Charter for the Guiding Coalition, including the purpose, role, expectations and responsibilities, approach and tasks, requirements, and other pertinent information.
- Recruit stakeholder members to join employers on the Guiding Coalition. Representatives will include up to 2 representatives of each of the following stakeholders:
 - Health plans
 - Care systems
 - Physicians (primary care or specialists)
 - Academic advisors
 - Nonprofit mental health organizations (such as NAMI or NCBH)
 - Measurement and Quality improvement organizations (such as MNMCM, ICSI or Stratis Health)
 - At large organizations
- Convene 4-6 Guiding Coalition meetings annually, and be responsible for agendas, materials, facilitation, any analysis required, coordination of presenters, all scheduling, and meeting follow up. Also, convene employer-only meetings as needed to plan, debrief, and advance identified initiatives.

The Guiding Coalition will be convened in early 2019.

Member Commitments

Guiding Coalition Members will commit to:

- Attend 4-6 meetings over the course of the year:
 - Contribute expertise, knowledge and support, and
 - Provide feedback and participate in decisions, as needed.
- Take action, as appropriate, within their own organization.
 - For employer members, this includes implementing purchasing reforms (e.g. changing benefits design, revising plan contract requirements, etc.).
 - For other stakeholder members, this includes continuing to advance reforms in care delivery, programs and services, measurement and reporting, or other priority initiatives.
- Engage with pilots, programs and new initiatives developed by the Guiding Coalition, as appropriate.
- Be an advocate for the work of the Guiding Coalition and help engage other stakeholders in the market.
- Provide financial support for this collaborative work.

Working Together to Advance Mental Health Care

The Minnesota Health Action Group has a long-standing commitment to improving health and health care, including mental health. From 2006-2017, Minnesota Bridges to Excellence (MNBTE) was a purchaser-led¹, pay-for-performance program. MNBTE advanced care delivery and outcomes by rewarding clinics for meeting or exceeding strict care standards for patients with diabetes, vascular disease and depression. The program was distinguished by

collaboration, transparency, simplicity, high standards, and focus on continuous improvement, and more than \$6.5 million in reward payments were made to high-performing clinics over the history of the program. Much progress was made in advancing optimal care for Minnesotans with diabetes and vascular disease, but sadly, the same progress was not seen for patients with depression. Employers were not satisfied and felt that the work needed to continue.

During 2017 and 2018, The Action Group convened a Mental Health Learning Network (MHLN)² to address this important and timely issue confronting the nation and our state. Based on the interest of employers and the prevalence in the workplace, the 2017 MHLN focused on depression and anxiety. Based upon the opportunity for employer impact, the 2018 focus was further refined to be integrated mental health care for patients with chronic conditions. The following actions and deliverables were part of the work of the employers in the MHLN:

	Actions/Deliverables
2017	<ul style="list-style-type: none"> • Market assessment, including meetings with subject matter expert advisors to understand the current landscape for mental health care, including what's wrong, what's right, and the basics of mental health economics. • Key informant meetings with health plans, care systems, consultants, and others to dig deeper into the issues and identify opportunities for action. • Annual Employer Benefits Survey – new survey questions related to mental health to help employers benchmark current practices. • Annual Employer Summit – Learn to Live, our 2016 Innovator's Showcase winner, featured at the 2017 Summit. • National Alliance of Health Care Purchaser Coalitions ("National Alliance") - Action Group staff and an employer representative of the MHLN attended the Mental Health Summit, a national gathering held in Denver in April. Also, Action Group staff and an employer representative participated in the development of the Mental Health "Deep Dive" module of eValue8³, including rollout to national health plans. • <i>Working Well in Minnesota, Insights and Actions to Help Minnesota Employers Advance Mental Health in the Workplace</i> – Guide developed and released.
2018	<ul style="list-style-type: none"> • Further learning – additional key informant meetings held to address gaps in knowledge and areas of significant opportunity. • Continued benchmarking – additional questions on mental health added to 2018 Annual Employer Benefits Survey to understand top priorities, actions, and impact. • Training – in participation with the National Council of Behavioral Health, Mental Health First Aid @ Work training provided to 30 individuals representing all of the MHLN participating employers as well as other interested employers. • Employer actions and results sharing – employers took actions within their own organizations to reduce stigma, redesign benefits, and reform payments. Results were shared with peers throughout the year. • External speaking – two employers and a member of the Action Group staff shared the work of the MHLN at the National Alliance's Mental Health Summit in Dallas in March, and at the CEBS Annual Conference in Minneapolis in May. • eValue8 – national results shared with employers. Groundwork laid for the regional rollout of the Mental Health "Deep Dive" module of eValue8, with responses to be received, analyzed, and reported in early 2019. • Mental Health Community Dialogue – The Action Group convened 150+ community stakeholders in October to discuss actions to accelerating performance improvement in integrated mental health care. • Mental Health Innovator's Showcase – employers selected and invited four companies with innovative mental health solutions to present to all Action Group members at the December member meeting.

The MHLN employers look forward to building on this foundation through the work of the new Mental Health Guiding Coalition in 2019.

Moving Forward

We firmly believe that we are **BETTER TOGETHER**. All employer participants in the 2017/2018 MHLN are encouraged to continue their involvement in 2019. Other Minnesota employers/purchasers are also welcome to engage, and other stakeholders are invited to join the Guiding Coalition.

Commitments by December 15, 2018 would be appreciated to facilitate planning and allow the Guiding Coalition to launch during the first quarter of 2019.

Questions or suggestions regarding the 2019 Mental Health Guiding Coalition may be directed to Carolyn Pare (cpare@mnhealthactiongroup.org) or Deb Krause (dkrause@mnhealthactiongroup.org).

¹ 2017 MNBTE Champions of Change included: Best Buy Company, Southwest West Central Service Cooperative, the State Employee Group Insurance Program (SEGIP), the University of Minnesota, and Wells Fargo. Previously, Champions also included 3M, Carlson, Medtronic, Minnesota Department of Human Services, Target Corporation, and U.S. Bank.

² The 2017 MHLN included: BCBS Minnesota, Best Buy Company*, City of St. Paul*, Emerson Rosemount*, HealthPartners*, Medica, the State Employees Group Insurance Program (SEGIP)*, SUPERVALU*, Target Corporation, the University of Minnesota*, and the University of Minnesota Physicians*. (Starred organizations continued the work in 2018, with Best Buy Company and the University of Minnesota serving as “Champions of Change”.)

³ For more than 15 years, eValue8 has set consistent, evidence-based, employer-verified priorities for health plan performance. Measures are consistent across vendor and geographic boundaries and are integrated with NCQA, CDC, and CPR. The tool assesses how health plans: (1) improve and maintain the health of members, (2) support health care providers to improve care, and (3) drive out waste and improve value. It also identifies strengths and opportunities for improvement. During 2017 and 2018, the National Alliance rolled out a new mental health module of eValue8. Data was collected for all national health plans, and a report of findings was published in 2018. The Action Group will leverage this initiative to also collect and publish data for Minnesota regional health plans.