

Behavioral Health Forum Guiding Principles

Adopted May 2022

The purpose of these guiding principles is to inform the decision-making of the Behavioral Health Forum. These principles were developed through facilitated discussions at the forum in early 2022. Equity is intentionally baked into these principles, not standing alone. The principles may adapt or shift as the forum tests them and observes need for changes.

What? (what the work looks like)

We prioritize decisions and funding that:

- Support, enhance, and sustain current workforce opportunities and existing promising approaches.
- Support organizations led by impacted populations and those with lived experience.
- Are responsive to community-identified needs and priorities.
- Show evidence of measurability and achievability of outcomes.
- Reduce power differential by centering competency over credentials, supporting alternative workforce pathways and making traditional pathways accessible.

How? (process)

Our decision-making and funding processes aim to be:

- Community-focused and community-driven, rather than focused on individual interests or the interests of one organization.
- Qualifying rather than competitive. We fund organizations based on whether they meet eligibility criteria.
- Accessible. We reduce and remove barriers to apply and access funding in order to create inclusive opportunities with a focus on prioritizing organizations led by impacted populations.
- Collaborative, using participatory budgeting and other participant-driven methods.
- Adaptable, with the ability to change over time as we learn.

Why? (what the world looks like as a result)

We make decisions that lead to:

- A more diverse workforce in terms of both demographics and roles, where staff at all levels are reflective of the clients and community we serve
- A de-siloed behavioral health system, with alignment and collaboration across organizations and sectors
- A culturally responsive, accessible, and inclusive behavioral health system
- Health equity for our communities and our region

Decision Guide (“Rubric”)

The purpose of this guide is to support decision-making by individual members of the BH Forum as well as collective discussions.

Facilitator Instructions

Fill in the rubric below with the guiding principles relevant to the decision being discussed. Different principles may be applicable at different decision points in the process (participatory budgeting, design, etc.)

Fill in the names of the options being considered.

User Instructions

For each option being considered, rate whether this option reflects or could put into practice the guiding principles in the left-hand column. Using a 0 to 2 scale:

- 0 – Not really.** Not really reflective of / couldn’t easily put into practice this guiding principle.
- 1 – Somewhat.** Somewhat reflective of / could possibly put into practice this guiding principle.
- 2 – Definitely.** Definitely reflective of / would definitely put into practice this guiding principle.

Calculate the total for each option. Use this to inform the decision being discussed.

Guiding Principles	Name of option 1	Name of option 2	Name of option ...
WHAT			
• Enter guiding principle ...			
• Enter guiding principle ...			
• Enter guiding principle ...			
What Totals			
HOW			
• Enter guiding principle ...			
• Enter guiding principle ...			
• Enter guiding principle ...			
How Totals			

WHY			
• Enter guiding principle ...			
• Enter guiding principle ...			
• Enter guiding principle ...			
Why Totals			
Overall Totals			