



Mental Health & Wellness

CalPERS Pension & Health Benefits Committee

Kaiser Permanente Presentation

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Agenda

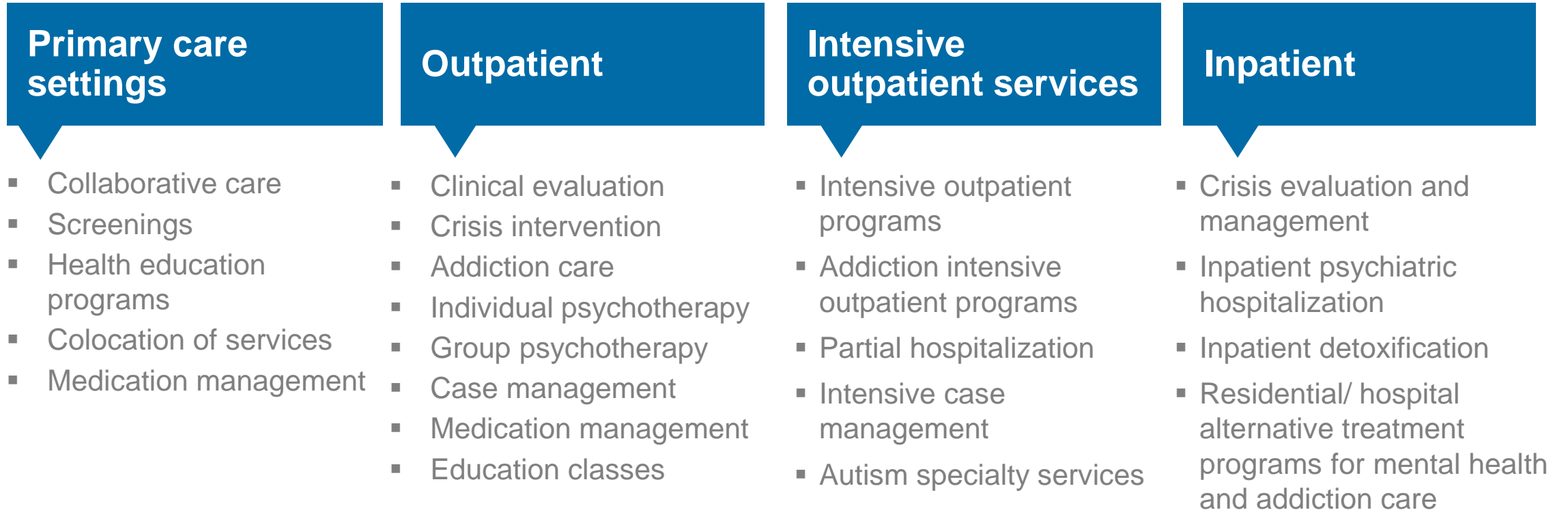
This is a follow-up conversation to discuss requested Mental Health & Wellness (MHW) topics:

- Care across the continuum
- Continued investments across the care continuum
- Expanding access & primary care integration
- Social Drivers of Health (SDOH)
- Stigma Reduction
- Mental Health (MH) Parity
- Utilization & Prevalence

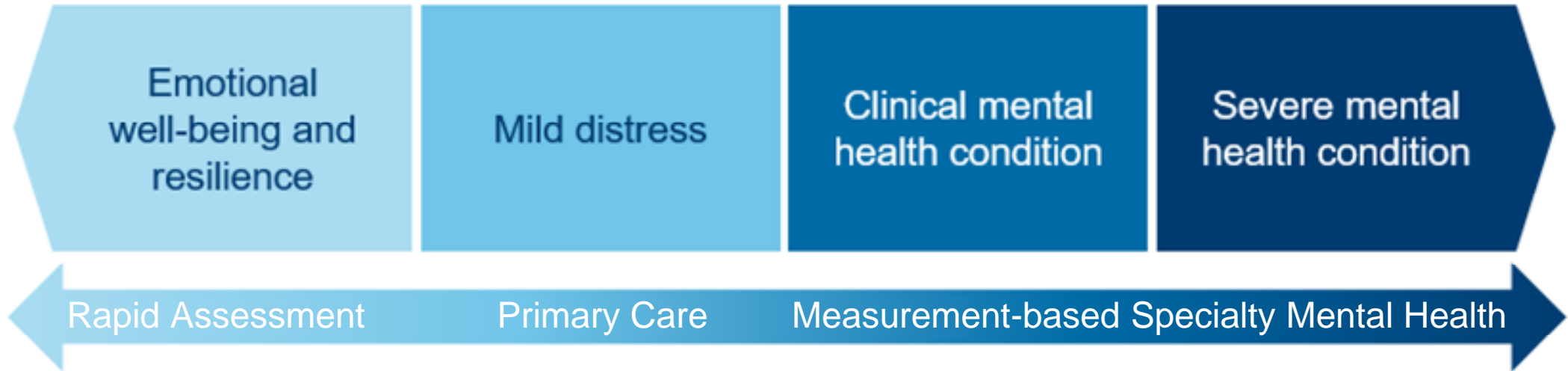
Questions from CalPERS

| # | Questions | Corresponding Slides |
|---|---|----------------------|
| 1 | Utilization/Prevalence: <ul style="list-style-type: none"> • Top 5 Mental Health Diagnoses by prevalence and overall # (for CalPERS and BOB) • Top 5 Mental Health Diagnoses by cost (for CalPERS and BOB) • Percentage of hospitalization costs due to mental illness (for CalPERS and BOB) | Slide 11 |
| 2 | Provide a more granular presentation on the strategies that each plan is doing to improve mental health care and access, and providing the right care at the right time for each patient. | Slide 5-6 |
| 3 | Address how members with mental health and a chronic health issue/co-morbidity are screened and treated. | Slide 4 |
| 4 | Identify specific initiatives your plan is undertaking to address stigma, and how your plan is evaluating the impact of these initiatives? | Slide 9 |
| 5 | What strategies has your plan implemented to facilitate mental healthcare being embedded in Primary Care? What data are you tracking and what are your Measures of Success? | Slides 7 |
| 6 | Please explain how your plan is ensuring compliance with mental health parity laws. | Slide 10 |
| 7 | Please describe how your plan is addressing the Social Drivers of Health and how these play a role in challenges and opportunities for the mental health care of CalPERS members. | Slide 8 |

Care across the continuum



Continued investments across the care continuum



Prevention:

- Adverse Childhood Experience Research
- Resilience in Schools Environment Social Drivers of Health
- Find Your Words - stigma reduction
- MH clinician workforce development
- First responder leadership summits

Emotional well-being & mild distress:

- Launching MH digital solutions (free for members)
- Expanding educational resources & tools online
- MH clinicians embedded in primary care
- Primary care training & enablement in MH
- First responder solutions

Mental Health Conditions:

- Hiring additional therapists & clinicians
- Expanding MH clinician training
- Expanding offices & locations
- Increasing telehealth
- Scaling Feedback Informed Care
- Implemented MH service line
- Scoping a first responder service line

We're expanding access to services

- Aggressively hiring additional mental health providers
- Contracting with external providers
- Opening new offices
- Expanding hours
- Offering telephone and video visits
- Integrating mental health services into primary care and other specialties, such as maternity care



Proactive care across specialties

Primary care doctors at Kaiser Permanente are trained and equipped to identify and screen people with mental health needs.

Our doctors are supported by:

- Screening tools and clinical practice guidelines in the electronic health record
- Real-time consultations with psychiatrists and psychologists

Routine screenings in primary care help us:

- Identify problems early
- Seamlessly connect members with the right care, including mental health specialists
- Identify members who need help, but aren't actively seeking it



We are working upstream to help with Social Drivers of Health



Kaiser Permanente SDOH Spotlights

- Social Drivers of Health Reporting for employers
- Thrive Local
- \$2.75M investment in Adverse Childhood Experiences (ACEs) Research
- Supporting diverse suppliers

Image adapted from: R. Shim et al. "The Social Determinants of Mental Health: An Overview and Call to Action" Psychiatric Annals 44:1 (January 2014)

Breaking down stigma by starting conversations

We created findyourwords.org to help people:

- Talk openly about mental health
- Find support and resources
- Ask for help if they need it
- New content for resilience and childhood mental health

FindYourWords
Get help now

Help someone with depression
Sometimes there really are no signs. But when there are, it's important to know how to recognize them, take them seriously, and be willing to ask the tough questions.
Learn how you can help >

Learn about resilience
Dealing with life's challenges isn't always easy. But if you learn how to manage your stress and prioritize your mental health, you can build the resilience you need to cope.
Explore ways to build resilience >

Find support for yourself
If you're experiencing depression, or think you're depressed but aren't sure, you don't have to deal with it on your own. There are people who care, and resources that can help.
Learn more and find support >
Take a self-assessment >

Childhood mental health
It's never too early to help children care for their emotional well-being. Follow the three pillars — take care, talk often, act early — and always remember to offer hope.
Learn how to help >

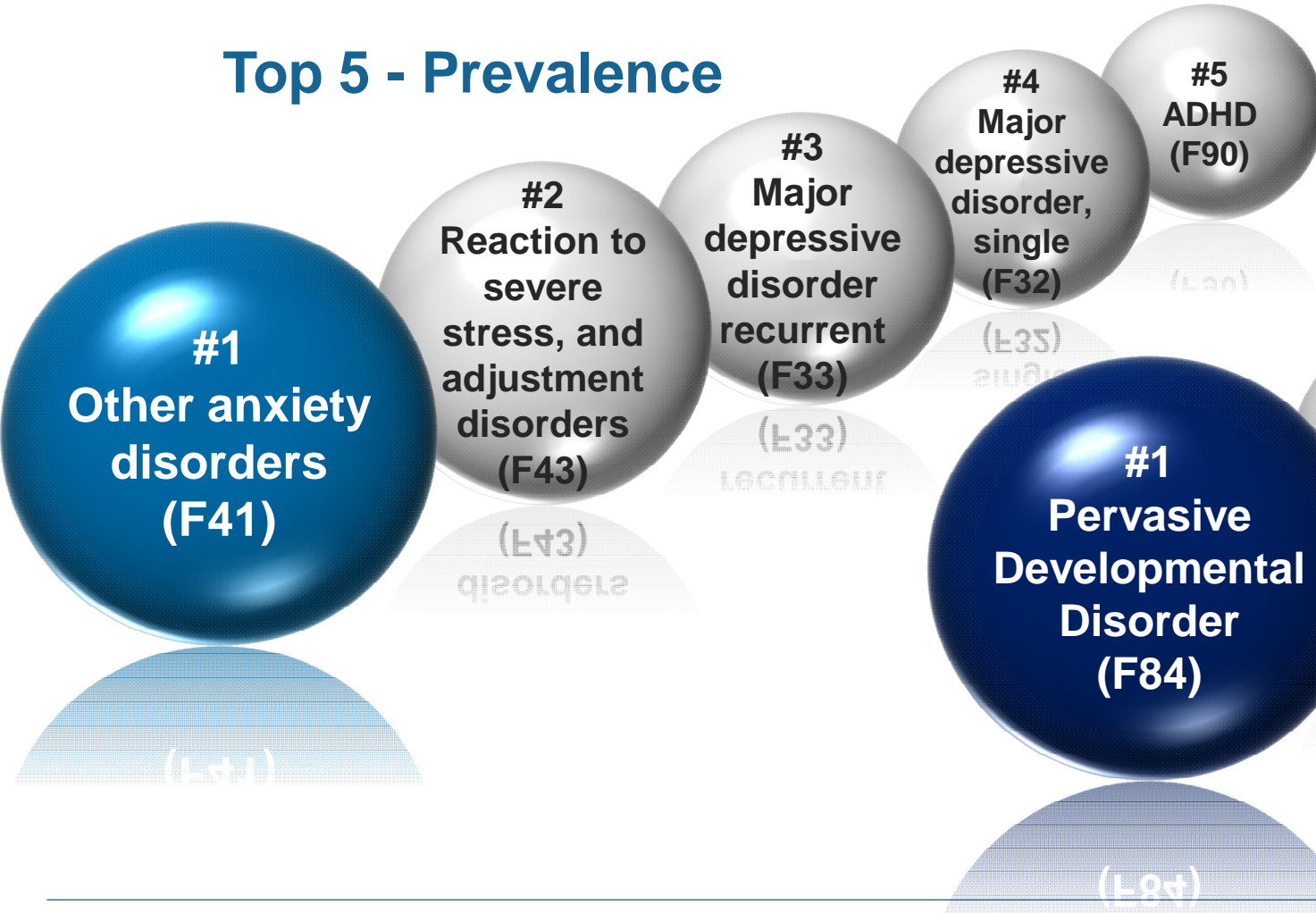
Mental health care starts with hope

Plan benefit designs & operations are regularly reviewed for Mental Health Parity compliance

- Plan benefit designs and quantitative treatment limitations (e.g. cost-sharing) are developed and actuarially reviewed pursuant to the federal Mental Health Parity Act.
- KP regularly reviews its operations in order to ensure its nonquantitative treatment limitations (e.g., utilization management) are consistent with mental health parity requirements.
- All California health plans have undergone Department of Managed Health Care (DMHC) Mental Health Parity Surveys and made various mental health parity filings with the DMHC.

Utilization & Prevalence

Top 5 - Prevalence



Top 5 - Cost

