

## **Health Equity Idea Jam - Yoga as a Healthcare Innovation**

**The College for Behavioral Health Leadership Summit 2018  
Health Equity Idea Jam - presented by Allie Middleton  
An Innovators Tale: Integrating Yoga and Mindfulness-based  
Practices as a capacity expansion tool**

**Unfunded mandate: “Integrate treatment, support and rehabilitation in a manner that supports recovery.”**

Adopt/implement local strategies to infuse recovery principles and practices into a mature two county rural behavioral health care system. Major overhaul of State delivery system and financing model at county level, following emerging federal & state initiatives.

**Success measures:**

Improve functioning, reduce inpatient utilization, reduction of use of emergency services, reduced contact with criminal justice system, increased employment, attainment of higher levels of education, secure preferred housing.

**Leadership challenges:**

What are innovative learning strategies we can adopt that reduce the stress of uncertain change, high stakes system change? Diverse stakeholders. Prototyping an integrated county planning demonstration project. Designing a Community-based Continuum of Care model for individual living with serious and persistent psychiatric disabilities. Anti-stigma effort.

**Innovation challenge:**

In addition to the fiscal restructuring and program development challenges, how might we employ emerging research-based mind-body techniques as a community and team development strategy? Mark Ragins, 12 Aspects of Staff Transformation, Kripalu Center for Extraordinary Living. Yoga as an organizational initiative as well as a personal wellness tool.

## **Traditional actions / methods employed to sustain a quality recovery culture:**

Adopt the quality agenda. Use logic model for planning, employ performance targeting using Getting to Outcomes, Finance Project resources.

### **Engage Team Development training Initiatives**

- SAMHSA evidence based practices - Supported Employment, Supported Education, Wellness Self Management, etc
- WRAP - Mary Ann Copeland
- 8 Dimensions of Wellness - Peggy Swarbuck
- person-centered planning - Yale University
- peer leadership involvement - technical assistance New York State Association for Psychiatric Rehabilitation
- credentialing with Boston University Center for Psychiatric Rehabilitation

## **Purposeful Innovation/ deliberate creativity practices.**

### **Non - traditional yet structured actions / methods employed to initiate a mindfulness culture as key sustainable quality initiative.**

Team building as a Community of Practice - Encourage dialogue about lived experiences/disclosure conversations, embrace shared recovery and resilience values through deep dive conversations, regular retreats. New norms. (see William Wenger, Communities of Practice, how learning, meaning and identities shift)

Leadership training, transformation supervisory techniques to model anti-stigmatizing behavior while creating a new awareness-based culture. Cultural competence, learnings from diversity training.

### **Empowerment and resilience practices**

Teach yoga and mindfulness-based practices to staff and peers. Add a mind-body practice as well as an expressive arts component to all programs.

Support these new team and program level initiatives with a credible awareness-based change management framework that include mindfulness practices. (my experience in business innovations and mind-body teaching came in very handy here!)

- Learning Organization - the Fifth Discipline by Peter Senge, MIT
- Theory U and Presencing practices - Otto Scharmer, MIT. ([presencing.org](http://presencing.org))
- free yoga instruction for staff

## YOGA Resources

- Kripalu Institute for Extraordinary Living

<https://kripalu.org/about/kripalu/kripalu-institute-extraordinary-living/research-0>

- LifeForce Yoga - special breath & movement practices to reduce symptoms of anxiety and depression - trainings

<https://yogafordepression.com/>

- International Association of Yoga Therapists - credentials training programs and standardized curriculum

<https://www.iayt.org/page/LearnAbout>

<https://yogatherapy.health> - new public blog

<https://yogatherapy.health/2018/09/05/beyond-the-individual-yoga-as-a-community-healing-practice-for-social-transformation/> - I blog I authored showcasing 6 Yoga-based prototypes

- Learn more about science and yoga from this 16-minute video from the National Institutes of Health (National Center on Complementary and Integrative Health): <https://nccih.nih.gov/video/yoga>

