



A MEMBER OF THE MULTICARE BEHAVIORAL HEALTH NETWORK



## 2025 Community Health Improvement Plan

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*Implementation Strategies*  
2026–2028

# Navos Behavioral Health Hospital

## 2025 Community Health Improvement Plan (CHIP)

Implementation Strategy Narrative for 2026–2028

### Organizational Commitment

MultiCare Navos Behavioral Health Hospital is committed to improving the health and well-being of the communities it serves through strategic, measurable, and equity-focused community benefit investments. This Community Health Improvement Plan (CHIP) translates findings from the 2024–2025 Community Health Needs Assessment (CHNA) into actionable implementation strategies designed to address identified priority health needs across King County.

This CHIP reflects Navos Behavioral Health Hospital’s commitment to addressing behavioral health needs across King County. While Navos maintains its own implementation strategy, its efforts are informed by the 2024–2025 King County Community Health Needs Assessment and aligned with broader community priorities identified through collaboration with King County partners. This coordinated approach helps strengthen regional behavioral health systems, maximize community impact, reduce duplication of services, and support partnerships that expand access to culturally responsive mental health and substance use care.

### Community Health Needs Assessment Foundation

The 2025 CHNA identified significant health priorities across the King County service area through quantitative data analysis and sustained community engagement. Priority health needs selected for focused action during this CHIP cycle include:

- Healthcare Access and Delivery (Mental Health; Substance Use Disorders; Improving Access to Care and Preventive Services; Supporting Children and Youth)
- Social Determinants of Health (Food Insecurity; Violence and Injury Prevention; Socioeconomic Barriers)

These priorities reflect both the magnitude of need and documented disparities in outcomes across race, ethnicity, geography, and socioeconomic status.

The CHIP builds directly upon this assessment and is designed to meet federal community benefit requirements while advancing MultiCare’s mission and long-term strategic objectives.

### Health Equity Framework

This CHIP incorporates an equity lens through:

- Stratified data monitoring by socio-demographic characteristics such as race, ethnicity, language, disability, gender identity, veteran status, payer, and geography
- Culturally responsive and developmentally appropriate clinical programming

- Expanded language access services and bilingual workforce support
- Partnerships with trusted community-based organizations
- Investment in upstream social drivers of health

By integrating clinical care delivery with community-based interventions, Navos Behavioral Health Hospital aims not only to improve outcomes but to reduce inequities that contribute to preventable morbidity and mortality.

### Strategic Implementation Approach

The CHIP organizes implementation across a phased planning horizon:

- **Now (2026)** – Immediate actions and infrastructure strengthening
- **Near (2027)** – Program expansion and partnership scaling
- **Far (2028)** – Sustainable systems change and long-term impact

Across all priority areas, implementation strategies emphasize:

- Early identification and screening
- Improved timeliness and coordination of care
- Workforce development and provider recruitment
- Community partnership investment (cash and in-kind)
- Policy advocacy aligned with community health priorities
- Integration of social determinants of health screening and referral workflows

Strategies will be operationalized through multidisciplinary collaboration across Women's Services, Behavioral Health, Primary Care, Emergency Services, Population Health, Care Management, Government Relations, Community Partnerships, Center for Health Equity and Wellness, and system-level leadership teams.

### Healthcare Access and Delivery Strategy Overview

Navos Behavioral Health Hospital will focus on strengthening access to behavioral health services across King County, with an emphasis on mental health care, substance use treatment, and preventive services for individuals and families. Recognizing the growing demand for behavioral health services, Navos will work to improve timely access to care through coordinated referral systems, expanded clinical partnerships, and strengthened care navigation.

Key strategies include improving access to mental health and substance use treatment, supporting integrated care models that connect behavioral health with primary care and social services, and expanding prevention-focused services for children and youth. Navos will also collaborate with community organizations, schools, and healthcare providers to improve early identification of behavioral health needs and connect individuals to appropriate care before crises occur.

Through these efforts, Navos aims to reduce barriers to treatment, strengthen continuity of care, and improve behavioral health outcomes across the communities it serves.

## Social Determinants of Health Strategy Overview

Navos recognizes that behavioral health outcomes are strongly influenced by social and economic conditions. Housing instability, food insecurity, violence exposure, and socioeconomic barriers can significantly impact an individual's ability to access care and maintain mental wellbeing.

To address these factors, Navos will strengthen partnerships with community organizations that provide essential social supports, including food access programs, housing services, and violence prevention initiatives. The hospital will also continue to screen for social needs within clinical settings and connect patients with community resources that address underlying drivers of poor health.

By addressing these broader determinants of health alongside clinical behavioral health services, Navos aims to support long-term recovery, improve stability for individuals and families, and promote healthier and more resilient communities across King County.

## Community Partnerships & Cross-Sector Alignment

Navos Behavioral Health Hospital recognizes that sustainable community health improvement requires cross-sector collaboration. The CHIP prioritizes partnerships with:

- Public health agencies
- Federally Qualified Health Centers
- Behavioral health providers
- Community-based organizations
- Workforce development initiatives
- Transportation and policy stakeholders

Grant making, sponsorships, in-kind support, volunteer engagement, and advocacy efforts will align with identified priority health needs and measurable objectives.

## Significant Health Needs Not Addressed and Rationale

The 2025 Community Health Needs Assessment (CHNA) identified several significant health needs affecting residents of King County. While many issues were highlighted through community input and data analysis, not all identified needs were selected as standalone priorities for this Community Health Improvement Plan (CHIP). Decisions regarding which needs to address directly in this implementation cycle were based on available organizational resources, alignment with Navos Behavioral Health Hospital's clinical expertise, and the presence of established community organizations leading efforts in certain areas.

The King County Hospitals for a Healthier Community (HHC) CHNA identified four shared regional priorities:

- Healthcare Access and Delivery (with an emphasis on mental and behavioral health)
- Equity and Social Determinants of Health

- Food Insecurity and Access
- Support for Children and Youth

Given Navos Behavioral Health Hospital's specialized role as a behavioral health provider serving individuals with mental health and substance use disorders, the hospital refined these countywide priorities into two primary focus areas for its CHIP:

1. **Healthcare Access and Delivery** – with a focus on expanding access to mental and behavioral health services, improving care coordination, and supporting prevention and early intervention across the lifespan.
2. **Social Determinants of Health** – addressing social and economic conditions that influence behavioral health outcomes, including housing instability, transportation barriers, and access to community resources.

Several additional needs identified through the CHNA were not adopted as separate CHIP priorities but will be addressed through strategies embedded within these broader focus areas:

- **Food Insecurity and Access:** Addressed within the Social Determinants of Health priority through screening, referral, and partnerships with community organizations that provide food assistance and nutrition support.
- **Support for Children and Youth:** Addressed within the Healthcare Access and Delivery priority through behavioral health prevention, early identification, inpatient and outpatient services, and collaboration with schools and community partners serving youth and families.
- **Equity and Social Determinants of Health:** Integrated across both focus areas through initiatives that expand culturally responsive care, improve language access, and reduce socioeconomic barriers that limit access to behavioral health services.

By incorporating these needs within broader strategic priorities, Navos Behavioral Health Hospital will focus on implementation efforts where it can have the greatest impact. This approach leverages Navos' clinical expertise in behavioral health while supporting collaborative, countywide efforts to improve health equity and community well-being across King County.

## Evaluation, Accountability & Reporting

Navos Behavioral Health Hospital will monitor implementation progress through defined process and outcome metrics associated with each priority area. Metrics will include screening rates, referral completion rates, utilization trends, and health outcome indicators such as early prenatal care initiation and asthma-related emergency department visits.

Performance will be reviewed regularly by leadership and reported to the Regional Board. Mid-cycle adjustments will be made as needed to ensure effective resource allocation and measurable community impact.

Annual reporting related to community benefit activities will be completed in compliance with Internal Revenue Service (IRS) guidelines, including the required Schedule H reporting associated with Form 990.



## **Governance & Board Oversight**

The Regional Board provides governance oversight for the Community Health Improvement Plan and affirms its commitment to addressing identified priority needs. Board feedback will inform prioritization, sequencing, and resource allocation as strategies move from planning to implementation.

Through this CHIP, MultiCare Navos Behavioral Health Hospital demonstrates its commitment to measurable, equity-centered, and community-informed action designed to improve health outcomes across King County.

## **Board Approval**

This Implementation Strategy was reviewed and formally adopted by the Board of Directors of MultiCare Navos Behavioral Health Hospital on March 31, 2026.

# Implementation Grids

Initiatives Legend (Implementation Year)

- Now (2026)
- Near (2027)
- Far (2028)

All initiatives are considered Now (2026) unless otherwise labeled as Near (2027) or Far (2028).

## Healthcare Access and Delivery

**Health Need:** Healthcare Access and Delivery (Mental Health and Substance Use, Access to Healthcare and Preventative Services, Supporting Youth and Children)

**Goals:** Reduce the prevalence of mental health and substance use disorders in the community and increase access to preventive and early-intervention behavioral health services

Strategy or Program	Initiatives (Now, Near, Far)
Enhance Screening and Early Identification	<ul style="list-style-type: none"> <li>• MHS Women’s Clinics will administer the "5 P Questionnaire" for pregnant people in select pilot sites</li> <li>• MHS Primary Care Clinics will administer universal mental health screenings.</li> <li>• MHS Emergency Departments will implement Suicide Screening for patients presenting with Behavioral Health needs</li> </ul>
Strengthen Behavioral Health Partnerships	<ul style="list-style-type: none"> <li>• Strengthen continuity-of-care protocols to ensure warm handoffs to outpatient providers within 48–72 hours of discharge through Peer Bridgers program</li> </ul>
Strengthen Trauma-Informed Care Across the System	<ul style="list-style-type: none"> <li>• Provide trauma-informed care training to all behavioral health providers</li> <li>• Provide evidence informed training around reducing stigma for substance use disorders to MHS staff and the wider community through the HOPE forum and Health Equity Speaker series.</li> <li>• <a href="#">Near (2027): Explore methods to expand trauma-informed care training beyond behavioral health staff.</a></li> </ul>
Provide Timely Access and Support	<ul style="list-style-type: none"> <li>• MHS will continue to integrate collaborative care into primary care</li> <li>• MHS will pilot collaborative care in select Women’s Health clinics</li> <li>• MHS will continue partnership with Bridge Beds and explore how to effectively refer patients</li> <li>• MHS will continue to offer the START Unit, a voluntary 18-bed treatment program for pregnant people which offers medical stabilization, group treatment and obstetric care through this service.</li> <li>• Provide all individuals, with or without insurance, who are assessed during Intake and who meet the criteria, with access to Narcan to prevent an overdose.</li> </ul>

	<ul style="list-style-type: none"> <li>Confiscate illegal medications that are brought into Intake by patients seeking mental health assessments.</li> <li>Near (2027): Explore models to expand distribution of Naloxone kits within MHS, as well as explore partnerships with local small businesses</li> </ul>
Provide advocacy, grants and in-kind support	<ul style="list-style-type: none"> <li>Support policies expanding access for patients with behavioral health needs and substance use disorder</li> <li>Provide cash and sponsorship contributions to selected community partners with shared goals</li> </ul>

<b>Anticipated Impacts (Objectives)</b>
<ul style="list-style-type: none"> <li>Increase early identification of mental health and substance use concerns</li> <li>Strengthen ecosystem for patient and community with behavioral health and substance use disorder</li> </ul>
<b>Objective Metrics</b>
<ul style="list-style-type: none"> <li>Depression, suicide risk and substance use screening rates by demographic groups: King County MHS data.</li> <li>Number of positive screens: King County MHS data</li> <li>Number of referrals to providers: King County MHS data</li> <li># of Narcan kits distributed</li> <li># of collaborative care visits</li> <li># of staff and community members trained</li> </ul>
<b>Potential External Collaborators &amp; Community Partners</b>
WSHA, community partners, other Behavioral Health Hospitals, first responder groups, public health, Health Care Authority, King County, Substance Use Treatment Programs and Community Providers
<b>MHS Responsible Parties &amp; Internal Partners</b>
Navos staff and providers, Behavioral Health Network, Women's Services, Primary Care, ED, Marketing/ Communications/ Community Relations, Government Relations, Pharmacy

## Social Determinants of Health

**Health Need:** Social Determinants of Health (Socioeconomic barriers, Violence and Injury Prevention, Food Insecurity)

**Goal:** Improve Food Security, Benefit Enrollment and Reduce Violence

Strategy or Program	Initiatives (Now, Near, Far)
Increase identification of food-insecure patients.	<ul style="list-style-type: none"> <li>Implement universal screening during inpatient admission process</li> </ul>
Enhance staff and community training	<ul style="list-style-type: none"> <li>Provide de-escalation, crisis intervention, and trauma-informed care training to staff and care providers</li> </ul>
Improve benefit enrollment and access to healthy foods	<ul style="list-style-type: none"> <li>Offer benefit enrollment assistance to patients</li> <li>Continue to support charity care for any patient needed</li> <li>Support patients with access to food resources through provision of resources in After-Visit Summary</li> <li><a href="#">Near (2027): Explore expansion of MHS Veteran's Advocacy Program to King County</a></li> </ul>
Provide advocacy, grants and in-kind support	<ul style="list-style-type: none"> <li>Support policies expanding Medicaid enrollment / insurance coverage and food access</li> <li>Offer grants and sponsorship contributions to selected community partners with shared goals</li> </ul>

<b>Anticipated Impacts (Objectives)</b>
<ul style="list-style-type: none"> <li>Reduction in unmet social needs</li> </ul>
<b>Objective Metrics</b>
Universal Screening for Food Insecurity and Intimate Partner Violence: <ul style="list-style-type: none"> <li>Screening rate (% of patients screened)</li> <li>Number and % of positive screens</li> <li>Referral completion rate</li> </ul>
<b>External Collaborators &amp; Community Partners</b>
Health Care Authority, King County, food access agencies, additional community-based organizations
<b>MHS Responsible Parties &amp; Internal Partners</b>
Navos staff and providers, Behavioral Health Network, Financial Services, Marketing/ Communications/Community Relations, Government Relations