

Mental Health Supports Policy One-Pager

DYCD's programs already aim to promote mental well-being through the incorporation of social-emotional learning for participants in all program models, as well as foundational environmental supports for positive mental health such as a safe and welcoming environment and respectful and caring relationships with staff. These approaches are outlined in DYCD's Promote the Positive frameworks. The requirements below do not replace these foundational approaches; they supplement them to support participants who may be experiencing mental health conditions that are impacting their wellbeing.

DYCD recognizes that while some programs provide mental health supports through licensed mental health professionals on staff, not all programs can provide direct mental health services. In turn, these requirements are focused on improving staff knowledge of the most common mental health conditions and improving access to external mental health services.

To support the above goals, **contractor requirements** include the following:

Staff Training

1. All staff must complete the Mayor's Office of Community Mental Health's (OCMH's) [Building Connections to Mental Health Support Training](#) (recorded, 1 hour) covering the following topics:
 - Mental health and mental illness
 - Engagement and de-escalation strategies
 - Referral and crisis management protocols
 - Mental health resources.
2. Program Director must complete [OCMH's Building Bridges to Support](#) (recorded, 1 hour and 40 minutes) covering the following topics:
 - Mental health spectrum and mental health crises
 - Importance of implementing an organizational crisis navigation plan
3. Program Director should create a customized crisis navigation plan, utilizing the [OCMH Crisis Navigation Worksheet](#), for their organization as they watch [OCMH's Building Bridges to Support](#). After, the Program Director should implement the customized crisis navigation plan at their organization.

Referral Plan

- Contractors must create a plan and process for mental health referrals that staff should follow if a need is identified through staff observations of participants and/or concerns expressed by participants. The plan must be updated and disseminated at least annually to all staff and reviewed with all staff on a quarterly basis. **A referral template, that should be completed, can be found in the DYCD Document Library under *DYCD Universal Documents*.**
- DYCD will send out and maintain a list of resources that can be leveraged for this referral plan. The repository of resources will be informed by the Mayor's Office for Community Mental Health (OCMH) and 988 (known as NYC Well) service directory.