

Dear valued partner,

Thank you for your support in removing barriers to mental health access to the healthcare workforce. We would like to share with you a brief overview of the ALL IN: Caring for North Carolina's Caregivers program, its objectives, and the roles we invite you to undertake.

Outlined below is a comprehensive breakdown of our ALL IN: Caring for North Carolina's Caregivers program into (3) distinct phases. However, our primary focus at this time is Phase I.

- **Phase 1** begins with organizations completing the WellBeing First for Healthcare Champions Credentialing Challenge, publicly affirming their commitment to their workforces by eliminating local barriers to mental health care for licensed health workers.
- **Phase 2** involves participation in a digital curriculum designed to enhance understanding of the drivers of burnout and successful approaches to reduce health worker distress.
- **Phase 3** entails the implementation of a 12-month action plan, placing organizations within communities of learning aimed at accelerating positive transformations in their year-long strategies.

Phase I Objective:

Our goal is to eliminate stigmatizing language regarding mental health and substance use disorder from *every hospital and health system's* credentialing applications and peer reference forms throughout North Carolina, thereby positioning NC as the premier state to work for healthcare professionals.

Phase I Deliverable:

- A. Identify (2) members for participation: Head of Medical Staff Services and an Executive Sponsor
 1. **Head of Medical Staff Services:** this individual will lead the audit-change component of credentialing reform
 2. **Executive Sponsor:** one of the following leaders-- Chief Medical Officer, Chief of Staff, Chief Wellness Officer, or Chief Executive Officer: this individual will support removing barriers and identify opportunities to communicate
- B. Participants' Responsibilities:
 1. Endorse the program
 2. Log in to Symphony and complete the first learner's journey: Licensing & Credentialing

C. Head of Medical Staff Services Role & Responsibilities:

1. Apply for the ALL IN: WellBeing First for Healthcare Champion Challenge by following these few steps:
 - a. Submit their organization's *complete initial and reappointment credentialing applications*, along with the *peer reference form*, through our [portal](#).
 - b. Upon receipt, we will forward these applications to our colleagues at the AMA for legal review, ensuring consistency with our recommendations, the AMA, FSMB, and our foundation
 - c. Following the review process, we will coordinate a feedback session on recommendations. We highly encourage your attendance, along with representatives from your legal and credentialing departments, the process initiator, and any other pertinent individuals. Our foundation will have 1-2 representatives, along with our legal expert, in attendance.
 - d. Following any necessary revisions, a final review will be conducted by our legal team before formally acknowledging and awarding the hospital/health system. ****It is imperative to disseminate this information to healthcare professionals effectively and timely. Once we award the hospital/health system, we will provide a communications toolkit on best practices**

2. To further support this process, allow me to furnish additional resources:

[NAMSS ICS](#)

[Best Practice: Recommendations](#)

[Our Focus](#)

If your hospital is ALL IN, please complete [this form](#) to get started.

In the meantime, if you have any questions, please contact Shelley Ellis/ shelley@drbreenheroes.org or Melissa Kenny/ mkenny@ncmedsoc.org. Thank you for your support and commitment to this significant work.