

Peer Programming in San Francisco City and County

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History of Peer in SF Behavioral Health System

Small cohort of peers working through stipends doing the 3 Fs (floors, filling food).

First MHSA employees hired in 2007

Problems with civil service system, discrimination, and retention

I was hired 2008 as a contract employee. I am a peer and lead a large peer run agency at the time.

Identified issues with structure, support, and job placement.



Roles of Peers

With peer input, create a solid work plan for program implementation by adhering to DPH policies, MHSA guidelines, SAMHSA requirements, wellness and recovery principles, etc.

- o Develop peer programs based on evidenced-based peer models, state recommendations on peer certification, and adopted peer codes of ethics that are proven to be effective.
- o Observe peer work and group facilitation providing positive reinforcement and constructive feedback.
- o In collaboration with BHS, recruit and select qualified program coordinators/leaders who are peers.



- o Ensure regular site visits with program coordinators, peers and supervisors to observe peer work and share best practices.
- o Develop and maintain a comprehensive resource directory of relevant services/resources and share information appropriately. Serve as a resource to the peer community.
- o Expand current program to provide youth-to-youth, parent-to-parent and/or family-to-family services.
- o With peer input, create measurable objectives focusing on service delivery and the needs



Questions?

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