

# Sundram Fasteners – Banyan Academy of Leadership in Mental Health Annual Plan 2025-2026

Transforming Mental Healthcare Through Diverse Education, Participatory Research, Community-Driven Social Action and Changemaker Fellowships

# Strategic Framework

## Our Integrated Approach to Mental Health System Strengthening

- Developing comprehensive education programs that directly align with real-world service delivery models, with focus on last mile services for underserved populations
- Conducting rigorous research that informs both practice methodologies and curriculum development, disseminated through small-group conferences, round tables, lectures and symposia, creating an evidence-based feedback loop and policy impact
- Building sustainable capabilities across the mental health ecosystem through multi-stakeholder engagement and implementing targeted social action initiatives, and building and supporting cohorts of changemakers through fellowships to amplify impact and reach

# Flagship Academic Initiative

## **Master of Social Work Program (MSSW Collaboration)** - Education Program for System-Level Change

- Developing specialized mental health social work cadre with expertise in marginalized population needs
- Integrating public mental health perspectives into core social work practice
- Implementing practice-based learning methodology with real-world application
- Emphasizing social determinants of mental health in intervention design
- Offer scholarships - 18 students FY 2025-26

38 students for FY 25-26

## Ripple effects

- MSW graduates each impact 100+ cases in their first year of practice
- Knowledge transfer to 4-5 junior practitioners per graduate over time

# Foundation Programs in Intervention Methods

**Diploma Course: Training of Trainers in Open Dialogue:** methodology to build Local Trainers in collaborative care approaches (with Dr Pina Ridente & Finnish School of Open Dialogue, Finland)

**Diploma Course in Transdisciplinary Research & Practice:** for comprehensive problem-solving (in collaboration with VU, Amsterdam)

- Evidence-based intervention techniques with cultural adaptation
- Direct integration with service delivery systems for immediate application

These courses align with The Banyan's responsive care values and enable comprehensive problem-solving through multi-stakeholder engagement and rigorous research approaches - together creating a powerful foundation for culturally congruent, high-impact mental healthcare solutions.

35 students for FY 25-26

# Core Educational Programs

## **Integrated Center-Aligned Course Structure for Comprehensive Mental Health Care** - Specialized Courses with Direct Service Integration:

- Emergency Care & Recovery Centre (ECRC) – Crisis intervention, acute care to community re-entry in inpatient psychiatric settings
- Center for Mental Health & Inclusive Development (CMHID) – Housing with supportive services focused on community inclusion
- Center for Mental Health and Social Sustainability (CMHSS) - Community mental health and support systems
- Child & Adolescent Mental Health (CAMH) – Children living with parental mental illness



# Internships and Field Exposure Visits

- Internships to students from diverse educational backgrounds

00100+ students for FY 25-26

- Field Exposure Visits 300 students for FY 25-26

# Core Educational Programs

## Multi-Format Delivery System:

- Intensive 6-month diploma programs for frontline staff with hands-on training components 50 students for FY 25-26 (in collaboration with MSSW)
- Structured modules for replication partners with implementation support 50 students for FY 25-26
- UG/PG curriculum integration ensuring academic-practice alignment 50 students for FY 25-26
- Continuous professional development through annual refresher courses 100 students for FY 25-26

## Ripple Effects:

- Each ECRC-trained professional handles 30-40 crisis cases annually
- Community mental health workers each reach 150-200 families per year
- Knowledge dissemination through academic integration impacts 50 students annually

# Research and Knowledge Creation

## Integrated Research Approach:

- Systematic research aligned with four core centers, ensuring practical relevance
- Continuous evidence generation informing course development and updates
- Practice-informed curriculum evolution based on field insights
- Focused investigation of marginalized population needs and effective interventions

## Ripple Effects:

- Research findings influence policy decisions affecting 1lakh+ beneficiaries
- Evidence-based practices adopted by 20 partner organizations annually
- Knowledge sharing reaches 50+ mental health organizations through publications



# Social Action

## Priority Focus Areas:

- Comprehensive support system for Children of Parents with Mental Illness (COPMI) - 100+ children for FY 25-26 under “Scholarships”
- Promotion of mental wellbeing of vulnerable children in Schools, NGO and community settings - 300+ children for FY 25-26 under “Learning Centres”
- Strategic replication partnerships with The Banyan for service expansion
- Systematic advocacy efforts for marginalized community rights and access
- Geographic expansion through carefully selected strategic partnerships
- Development of peer advocacy networks in underserved communities

## Ripple Effects:

- Each COPMI support initiative impacts 150-200 families directly
- Partner organizations reach 1,000+ additional beneficiaries annually
- Community advocacy efforts influence policy affecting 1,00,000+ individuals

# Fellowships

Three categories: Distinguished fellowship for Mental Health Change Maker(1), Mental Health Advocate (1), Lived Experience Experts/Mental Health Ambassadors (2), Community Mobiliser (1) and Replication Fellowships (2) - 7 Fellowships in total for FY 25-26

- Strategic alignment with replication initiatives across geographies
- Focused development of peer advocacy capabilities and networks
- Geography-specific implementation support systems
- Enhanced representation from diverse socio-economic backgrounds
- Targeted support mechanisms for marginalized community engagement

Ripple Effects:

- Each fellow influences implementations reaching 100-10,000 individuals

# Targets for FY 2025-2026

Indicator	Estimated Target
Knowledge multiplication <i>Number of people trained</i>	323
Last-mile impact - Locations/Geographies with community mental health systems <i>Total number of districts with mental health services</i>	32
<i>Number of new districts with mental health services</i>	4
Amplified last-mile impact on individuals through trained professionals and changemakers/fellowships <i>Number of individuals reached through people trained via various courses, collaborators supported and work of fellows</i>	10,000 – 15,000

# Targets for FY 2025-2026

## Indicator

Mental healthcare Skill building

*Number of students trained in mental health through field visits and internships*

400+

students of Nursing, Social work, Psychology and allied fields

Education support to vulnerable students through scholarships

(School & College education)

18 MSW-Mental Health students

100+ school students

Promotion of mental wellbeing among vulnerable children through life skills training

(schools, NGOs and Community settings)

300+

children

SFL Fellowships

7