**Supplementary Table 3.** Description of Implementation Strategies to be used for BHS+ORCHID Implementation

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| Implementation Strategy as Operationalized for BHS+ORCHID | Corresponding ERIC strategy |
| We conducted surveys and interviews with MCMs on resources and needs for BHS and referral to ORCHID (BHS+ORCHID). Information about needs also comes from pilot results and current diagnoses in the electronic records. | Conduct local needs assessment Assess for readiness and identify barriers and facilitators |
| AFC and Research Partners will attend clinic and systemwide MCM and Supervisor meetings to share information about the BHS+ORCHID. | Conduct educational meetings |
| AFC and Research Partners will develop and distribute educational materials about BHS+ ORCHID to each site. | Develop and distribute educational materials |
| AFC will hold pre-implementation and ongoing trainings on the BHS+ORCHID. Trainings will be in person and online and will use a variety of learning modalities (e.g., lecture, role play). Trainings will describe permitted variation in BHS+ORCHID implementation. | Conduct ongoing training Make training dynamic  Promote adaptability |
| AFC and Research Partners will develop a formal implementation manual on: (1) purpose of implementing BHS+ORCHID, (2) scope of change at client, staff, and clinic levels, (3) timeframe and milestones, and (4) appropriate performance measures. | Develop a formal implementation blueprint |
| Research Partners will conduct ongoing surveys and focus groups to discuss implementation | Capture and share local knowledge  Purposefully reexamine the implementation process Tailor and adapt strategies |
| AFC will provide local technical assistance on implementing the BHS within their existing electronic record system. Research partners will provide technical assistance on client referral to and use of ORCHID. | Centralize technical assistance |
| AFC and Research Partners will engage supervisors to receive feedback based on pilot process of BHS+ORCHID. individuals with positive experiences from the BHS pilot will be invited to trainings. | Identify and prepare champions |
| AFC will track all BHS data in a centralized electronic record system and provide a dashboard and regular reports to clinics. | Audit and provide feedback |
| AFC will develop a quality management system including specific follow-up plan and benchmarks, procedures, timelines, and general processes | Develop and implement tools for quality monitoring  Develop and organize quality monitoring systems |

Abbreviations. BHS=Behavioral Health Survey; ORCHID=Optimizing Resilience and Coping with HIV through Internet Delivery