

Enhancing Cultural Competence in Prevention and Early Intervention Programs

A project of CALMHSA and the CiMH

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Project Overview

- Project Development
- Project Goals:
 - To conduct an assessment to identify challenges in reaching and engaging ethnic and cultural minority communities.
 - To develop technical assistance recommendations that will support program partners in enhancing efforts towards these communities.
- Two Phases:
 - Needs Assessment
 - Technical Assistance

Needs Assessment: Theoretical Foundation

- Siegel, C. E., et al. (2011). The Nathan Kline Institute Cultural Competency Assessment Scale: Psychometrics and Implications for Disparity Reduction.
- Ton, H., et al. (2011). Providing Quality Health Care with CLAS: A Curriculum for Developing Culturally and Linguistically Appropriate Services. Office of Multicultural Health, CA DMH and DHCS.
- Harper, M., et al. (2006). Organizational cultural competence: A review of assessment protocols. Louis de la Parte Florida Mental Health Institute, Research & Training Center for Children's Mental Health.
- National Standards on Culturally and Linguistically Appropriate Services (CLAS)
- Cultural Competence Plan Requirements

Needs Assessment: Areas of Focus

1. Organizational values/policies
2. Evaluation/monitoring
3. Communication and language access
4. Workforce diversity
5. Community/consumer participation
6. Facilitation of a broad service array
7. Organization resources

*Harper, M., et al. (2006). Organizational cultural competence: A review of assessment protocols (Making children's mental health services successful series, FMHI pub. no. 240-2).

Needs Assessment: Protocol

1. Review of program partner materials:
 - Scope of work
 - Quarterly report
 - Deliverables, outreach fliers, websites, etc.
 - RAND “get to know you” documents
2. Interview
3. Online survey
4. Summary and recommendations for technical assistance

Emerging Themes: Strengths

- Program partners generally were positive and proactive about collaboration in needs assessment
- Specific strengths varied widely among partners and included:
 - commitment to cultural competence
 - history of immersion in communities
 - development of partnerships to enhance work with ethnic and cultural minorities

Emerging Themes: Areas for Growth

- Community Engagement
 - Identifying target communities
 - Identifying community resources, organizations, leaders
 - Connecting with local and statewide ethnic minority leaders and advocates
 - Building new relationships, sustaining relationships
- Understanding the Impact of Culture
 - Impact of culture on stigma, SMH, suicide?
 - Evaluation of cultural responsiveness
 - Findings of CRDP

Partner TA Requests

- Training/education about culture:
 - Best practices for ethnic/cultural minorities
 - How does culture affect stigma, suicide, SMH
 - Evaluation of cultural competence
- Community engagement:
 - Asset mapping
 - Identification of community partners
 - Facilitation of relationships
- Translation
 - Funding
 - Assistance with process of translation

Potential Format for TA

- Webinars: didactic presentations about:
 - Cultural differences in stigma, suicide, and SMH
 - Best practices with minority communities
 - CRDP findings
 - Evaluation strategies
- Collaborative conferences
 - Program partners may be grouped to participate in conferences and be connected with ethnic and cultural community experts and advocates
- Learning communities
 - Program partners may participate in work groups to discuss challenges and lessons learned in conducting outreach and engaging marginalized communities

Next Steps

- Finalizing Brief Reports for program partners
- Overall Findings Report
- Technical Assistance: 2013-2014
- Discussion

Questions?

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