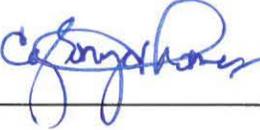


**San Bernardino County
Department of Behavioral Health**

Cultural Competency Policy

Effective Date 10/24/2006
Revision Date 01/07/2016  CaSenya Thomas, Director

Policy It is the policy of the Department of Behavioral Health (DBH) that Cultural Competency is embedded as a critical component in the planning and delivery of Behavioral Health Services. In addition, the Cultural Competence Advisory Committee will serve as an advisory group to ensure this occurs.

Purpose To provide planning, implementation, and oversight of the Cultural Competency Plan to eliminate cultural, linguistic, racial, and ethnic behavioral health disparities.

Background As established in Title 9 of the CA Code of Regulations, Chapter 11, Article 4, Section 1810.410 (b) each Mental Health Plan (MHP), "...shall comply with the cultural competence and linguistic requirements included in this Section..."

Requirements The following are the requirements for the cultural competency plan:

- Commitment to Cultural Competence
- Updated Assessment of Service Needs
- Cultural Competency Advisory Committee
- Strategies and efforts for reducing racial, ethnic, cultural and linguistic mental health disparities
- Client/Family/Family member/Community Committee: Integration of the Committee within the County mental health system
- Culturally competent training activities
- County's commitment to growing a multicultural workforce: Hiring and retaining culturally and linguistically competent staff
- Language capacity
- Adaptation of services

Cultural Competency Advisory Committee Members To ensure all aspects of the Mental Health Plan are represented, the Cultural Competence Advisory Committee (CCAC) is comprised of representatives from each of the following categories:

DBH Administration	Behavioral Health Commission
Children's System of Care	Transitional Aged Youth
Adult System of Care	Older Adult System of Care

Continued on next page

San Bernardino County Department of Behavioral Health

Cultural Competency Policy, Continued

Cultural Competency Advisory Committee Members,
continued

Mental Health Services Act	Alcohol and Drug Services
Human Resources	Quality Management
Research and Evaluation	Medical Services
Contract Agencies	Internship Program
Parent Partner	Consumer/Family member
Community Volunteer	

CCAC Roles and Responsibilities

The following are the roles and responsibilities of the members of the DBH Cultural Competence Advisory Committee per Title 9, Chap. 11, Article 4 Section 1810.410, (b):

- Review policies, mission, and program statements to ensure Cultural Competency principles are included.
- Analyze department services programs, related to county/state demographics, trends, research findings regarding access, retention, and treatment of specific cultural groups by age, gender, language, poverty, and other criteria.
- Hold focus groups to share cultural information, support, resources and receive feedback from the community.
- Review and recommend ways to enhance consumer/family input.
- Develop opportunities to increase community partnerships and collaboration.
- Review and update DBH’s capacity and capability to provide competent cultural and linguistic services.
- Review and update the Cultural Competency Plan annually for submission to the California Department of Health Care Services (DHCS).

References

California Mental Health Directors Association, Position Paper, Framework for Eliminating Cultural, Linguistic, Racial and Ethnic Behavioral Health Disparities, February 2005.
 Civil Rights Act 1964: Executive Order 13166.
 DMH Information Notice Number 10-02: Cultural Competency Plan Requirements.
 Dymally/Alatorre Bilingual Services Act 1973.
 Enhanced Cultural & Linguistically Appropriate Services (CLAS) Standards 2013.
 Mental Health Services Act.
 Surgeon General Report, Mental Health: Culture, Race, and Ethnicity www.surgeongeneral.gov.
 Title IX, CA Code of Regulations, Chap 11 – Cultural Competence Plan for MHP.