San Bernardino County
Department of Behavioral Health

Cultural Competency Policy

Effective Date: 10/24/2006
Revision Date: 01/07/2016

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:

<table>
<thead>
<tr>
<th>DBH Administration</th>
<th>Behavioral Health Commission</th>
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<tbody>
<tr>
<td>Children’s System of Care</td>
<td>Transitional Aged Youth</td>
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<tr>
<td>Adult System of Care</td>
<td>Older Adult System of Care</td>
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Cultural Competency Policy, Continued

<table>
<thead>
<tr>
<th>Cultural Competency Advisory Committee Members, continued</th>
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<tr>
<td>Mental Health Services Act</td>
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<tr>
<td>Human Resources</td>
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<td>Research and Evaluation</td>
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<tr>
<td>Contract Agencies</td>
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<td>Parent Partner</td>
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<td>Community Volunteer</td>
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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

Civil Rights Act 1964: Executive Order 13166.
DMH Information Notice Number 10-02: Cultural Competency Plan Requirements.
Enhanced Cultural & Linguistically Appropriate Services (CLAS) Standards 2013.
Mental Health Services Act.
Surgeon General Report, Mental Health: Culture, Race, and Ethnicity
Title IX, CA Code of Regulations, Chap 11 – Cultural Competence Plan for MHP.