

Sacramento County Division of Behavioral Health Services

Cultural Competence Plan Objectives

FY 2015/16

The columns on the right indicate whether the objective applies to Mental Health (MH) or Alcohol and Drug Services (ADS) or to both.

Cultural Competence Plan Objectives	ADS	MH
1. Increase the percentage of direct service staff by 5% annually to reflect the racial, cultural and linguistic makeup of the county until the makeup of direct services staff is proportionate to the makeup of Medi-Cal beneficiaries plus 200% of poverty population.	Yes	Yes
2. Maintain the standard that 98% of staff identified as interpreters complete the approved mental health/behavioral health interpreter training and receive certification. Include system partners in training to expand pool of trained interpreters in emerging language populations.	Yes	Yes
3. By the end of FY 2015/16, 75% of direct service (including ADS) staff and supervisors will have completed the California Brief Multicultural Competence Scale (CBMCS) and cultural competence training. Determine the effectiveness of Cultural Competence Foundational Training Utilizing the California Brief Multicultural Competence Scale (CBMCS) pilot comparing scores from the 4-day format vs the pilot 2-day format.	Yes	Yes
4. Monitor benchmarks tracking timely and appropriate access to mental health services by race, ethnicity and language to determine disparities. If disparities are identified, develop strategies to ameliorate.		Yes
5. Increase the penetration rate in underserved populations by 1.5% as measured by race, ethnicity, language, age, gender identity and sexual orientation.		Yes
6. Increase the retention rate in underserved, unserved, and inappropriately served populations by race/ethnicity, age, gender identity, sexual orientation and language to ensure rates for ethnicity overall are at least 53%, retention rates for adults are at least 50%, and children at least 77% over a 1 year period.		Yes
7. Determine whether client outcomes are equivalent regardless of ethnic group or primary language.		Yes
8. Ensure progress in the delivery of culturally competent services through the biennial completion and analysis of a system-wide Agency Self-Assessment of Cultural Competence.	Yes	Yes