



**HEALTH & HUMAN SERVICES AGENCY
BEHAVIORAL HEALTH & RECOVERY SERVICES**

POLICY AND PROCEDURE

SUBJECT: Cultural Competence: Role of Cultural Diversity Committee

APPLICABLE PROGRAM(S): Mendocino County Mental Health
Managed Care Plan

Tom Pinizzotto, Mental Health Director

Signature: *Tom Pinizzotto*

REVISED: 03/01; 06/12, 10/15

POLICY:

The policy of the Behavioral Health and Recovery Services (BHRS) regarding Cultural Diversity is to provide culturally relevant services and to insure access to culturally relevant services, by being capable of functioning in the context of cultural differences. The Mental Health Plan (MHP) will facilitate a Cultural Diversity Committee (also known as the Cultural Competence Committee) which will be comprised of stakeholders who will be informed of and contribute feedback towards Culturally Competent practices in BHRS Services and MHP Providers.

PROCEDURE:

The MHP will facilitate an organized Cultural Diversity Committee for the purpose of monitoring, reviewing, evaluating, making policy recommendations, and developing strategies to improve the cultural competency of BHRS services and address disparities in BHRS services.

The Cultural Diversity Committee will be composed of:

1. The Cultural Competency Coordinator (Ethnic Services Manager or designee).
2. Administrative Service Organization (ASO) representatives.
3. Behavioral Health and Recovery Services Providers.

4. Representatives of local cultural groups, agencies, and organizations. Local Tribal Representatives and representatives of Latino service providers and agencies.
5. Community representatives from community agencies, organizational providers, Mental Health Advisory Board members, and BHRS consumers.
6. The Patient's Rights Advocate.

This committee shall:

1. Complete and update annually, the Cultural Competency Plan for Mendocino County Behavioral Health and Recovery Services (BHRS).
2. Review, on an annual basis, the standards defined by the Cultural Competency Plan.
3. Be a subcommittee of the MCBHRS QIC with the charge to actively monitor the progress of MCBHRS towards its Cultural Competency plan goals and objectives.
4. Review, prioritize and ensure the implementation of Cultural Competency Trainings. Ascertain that all Mental Health Plan (MHP) Providers attend a culturally competence training at least once annually.
5. Review and monitor that the MHP Providers are trained in use of the Language Line and California Relay Services TTD/TTY services.
6. Review and monitor that all MHP Providers review the Cultural and Linguistically Appropriate Service (CLAS) Standards at least annually.
7. The Cultural Competency Coordinator will report to the Quality Improvement Committee on a monthly basis. The Cultural Diversity Committee Reports to the Quality Improvement Committee (QIC) will work to identify and develop new standards, as needed.
8. Meetings of the Cultural Diversity Committee, QIC, and Mental Health Services Act forums will be held in several communities within the county to outreach to the communities and underserved population. Flyers, educational material, and brochures will be provided to the communities.

CULTURAL COMPETENCY MISSION STATEMENT

The Cultural Diversity Committee's goal is to move the Mental Health Plan forward in its goal to provide culturally relevant services to a diverse community and our identified underserved target populations.

With these goals in mind, we expect to deliver relevant services to a diverse community, including our underserved target populations.