



<b>Health Care Agency Mental Health and Recovery Services Policies and Procedures</b>	Section Name:	Client's Rights
	Sub Section:	Cultural Competency
	Section Number:	02.01.01
	Policy Status:	<input type="checkbox"/> New <input checked="" type="checkbox"/> Revised

	SIGNATURE	DATE APPROVED
Director of Operations Mental Health and Recovery Services	<u>Signature on File</u>	<u>2/14/2023</u>

**SUBJECT:** Cultural Competency

**PURPOSE:**

The purpose of this policy is to set standards and expectations for the provision of culturally competent service delivery.

**POLICY:**

All of Mental Health and Recovery Services (MHRS) County and County Contracted providers shall be culturally competent.

**SCOPE:**

This policy applies to all functions of MHRS providing Mental Health Services and/or Substance Use Services.

**REFERENCES:**

Department of Mental Health Information Notice 02-03: Addendum for Implementation Plan for Phase II Consolidation of Medi-Cal Specialty Mental Health Services - Cultural Competence Plan Requirements

County of Orange Health Care Agency, Mental Health and Recovery Services, Cultural Competency Plan Updated, 2022

California Code of Regulations, Title IX, Chapter 11

Code of Federal Regulations (CFR), Title 42, Section 438.206 (c) 2

National Culturally and Linguistically Appropriate Services (CLAS) Standards (2013)

**PROCEDURES:**

- I. Each program will follow the guidelines for cultural competency as agreed in the State's approved Cultural Competency Plan.
- II. Consultation regarding said guidelines shall be obtained as needed from the Multicultural Development Program.
- III. All MHRS County and County Contracted staff shall complete an annual cultural competence training. This training will include gender identity as a component of culturally appropriate care.
- IV. The Behavioral Health Training Services (BHTS) unit shall indicate on all training announcements and certificates if the particular training qualifies to meet the requirement for cultural competence training.
- V. The Service Chief/Supervisor of each MHRS staff person shall be responsible to ensure that the mandatory annual cultural competence training occurs and shall keep evidence of the training for each staff person.
- VI. Contract organizations are expected to ensure that all staff have, at a minimum, one hour of training in and related to cultural competence annually. Contract organizations shall keep documentation of this training and report completion of such training by all direct service providers, administration, and support staff to the Contract Monitor/Consultant.
- VII. The BHTS unit shall report annually to the Community Quality Improvement Committee on the attendance at cultural competence trainings. The reporting shall include the reporting requirements of DHCS Information Notice 10-17, or any subsequent DHCS requirements that may supersede Information Notice 10-17.