



Cultural Competency Advisory Board

To: Cultural Competency Advisory Board Members
From: Cultural Competency Policy Committee
RE: Policy Meeting 2/3/2015 Report
Attendees: Cesar Lagleva, Maria Abaci, David Escobar, and Darby Jaragosky

The CCAB Policy committee met on February 3, 2015 to discuss areas of policy formation that would be useful to the CCAB's mission. The following are four identified target areas:

- 1) The CCAB policy committee would like to explore including language in MHSUS Requests for Proposals (RFP's) around meeting levels of ethnic and linguistic diversity in staff positions for contracted providers/programs.
Rationale: to increase access of under-represented communities to programs and services
- 2) The CCAB policy committee would like to initiate a MHSUS division policy designating certain identified County positions be staffed by specific ethnic and cultural identities representing the clients served by those positions, within the limits of fair employment laws.
Rationale: to increase access of under-represented communities to programs and services
- 3) The CCAB policy committee would like to consider a policy that would include a CCAB board member to be included in the hiring processes for contractors that operate County funded programs in the community.
Rationale: To assist organizations to employ qualified candidates who are members of under-represented communities (consumers and/or family members)
- 4) The CCAB policy committee would like to initiate a campaign for education and implementation of CLAS standards (see Attachment) in all of MHSUS division and contract agency partners.
Rationale: To provide a strategic framework that will work to reduce disparities through an evidenced-based system-wide approach