



<b>Health Care Agency Behavioral Health Services Policies and Procedures</b>	Section Name:	Human Resources
	Sub Section:	Staff Development
	Section Number:	03.01.03
	Policy Status:	<input type="checkbox"/> New <input checked="" type="checkbox"/> Revised

	SIGNATURE	DATE APPROVED
Director of Operations Behavioral Health Services	<u>Signature on File</u>	<u>9/21/16</u>

**SUBJECT:** Trainings Specifically Pertaining to Cultural Competency

**PURPOSE:**

The purpose of this policy is to establish a uniform method of reviewing the nature and adequacy of Behavioral Health Services (BHS) trainings that address cultural issues and to define class attendance requirements for all County and County Contracted BHS staff providing clinical care.

**POLICY:**

BHS trainings that address cultural issues shall be of the highest possible quality. Toward this end, the Multicultural Development Program shall provide review, feedback and consultation on all trainings that address cultural issues prior to the training date.

**SCOPE:**

This applies to all BHS County and County Contracted programs.

**REFERENCES:**

County of Orange Health Care Agency, Behavioral Health Services, Cultural Competency Plan Updated, 2010

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

California Welfare & Institutions Code Section 5600.2 (g)

California Welfare & Institutions Code Section 5600.9 (a)

National CLAS Standards, 2013

**PROCEDURES:**

- I. Proposed trainings that meet the criteria of addressing cultural issues shall be forwarded to the Multicultural Development Program for review and comment at least two months prior to the training event.
- II. An outline and instructor vitae for the proposed course shall be submitted to the Multicultural Development Program for review.
- III. The Multicultural Development Program shall review the materials and provide feedback to the training coordinator within three working days.
  - A. Feedback shall include at a minimum suggestions, if any, regarding cultural content.
- IV. The Multicultural Development Program shall provide consultation as needed to improve the quality of trainings that address cultural issues.
- V. It is required that all BHS County and County Contracted staff will complete a mandatory annual cultural competence training.