



CULTURAL COMPETENCY UPDATE

...a newsletter to address cultural issues that enable us to effectively work in cross cultural situations.



Employment Support Services

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BHRS Cultural Competence, Equity and Social Justice Committee meets on the 2nd Monday of each month from 9:00 a.m. to 10:30 a.m. in the Martin Conference Room, 830 Scenic Drive

Announcement:

MHSA Document

The MHSA Plan Update FY17/18-Plan to Spend Reverted/Reallocated Innovation Funds Plan is available for 30-day public review and comment April 3—May 2, 2018
To access the document, go to: www.stanislausmhsa.com



“If work makes people with mental illness sick, what do unemployment, poverty, and social isolation cause?” (Marrone & Golowka, 1999)

Since my start with Employment Support Services (ESS) this has been my mantra. The more involved I become with my Job Coach duties, the more evident it has become that we work with a group of individuals that are addressing their mental health and are motivated to reach the same goal – obtain employment. Many of our program participants are able to find work quickly, whereas others show their dedication by consistently attending our workshops and continue seeking employment. The resilience and commitment I have witnessed in the clients we serve is humbling.

Employment Support Services is defined by the services we provide and the commitment of our team. The goal of ESS is to come alongside people looking for work, and to support them once employed. The criteria for getting services through our program include being open to a treatment team and having the desire to work. Our program serves individuals by helping them with their resumes, developing their social and communication skills, and connecting them to potential employers. Over the past two years, our employment workshop (held every Wednesday at 1 p.m.) has grown to about twenty (20) people. Several individuals who attend group eventually move on as they successfully gain employment.

Much of our success is attributed to our Community Clerical Aid program. This program consists of 12 paid part-time positions with employment for up to one year. This component is designed to give individuals skills and experience to eventually gain competitive employment in the community. We also collaborate with the Department of Rehabilitation (DOR) to provide educational and job development services. Employment staff diligently works with the DOR Vocational Counselor to ensure individuals receive the best services available. Tom Buckles, BHC, leads our team and consistently role models a perspective of possibility, which is pivotal to being culturally competent in our department. Cathy Bedoy-Duenas and Kom Chen, Behavioral Health Specialists and Employment Specialists, are essential in developing relationships with employers and community partners to assist individuals in their success. Myself, as a Job Coach, focus on equipping individuals with skills to sustain employment by supporting them on and off the job.

As a program we strive to provide the best services possible, which is only accomplished by working as a team. Our clients are determined to find employment despite the barriers they face. We would like to think that our culture as an employment team is one that accepts, and supports individuals where they're at to help them find jobs.

Joe Marrone and Ed Golowka, The Institute for Community Inclusion. *Psychiatric Rehabilitation Journal*, 23(2) 187-193, 1999.

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Cultural Competence and
Ethnic Services Managers Institute
March 27-28th, 2018 in Folsom



Highlights of March Cultural Competency, Equity and Social Justice Committee (CCESJC) Meeting



CC Update Newsletter and Discussion

Prevention & Early Intervention is rooted in working within the county's most underserved/unserved, cultural and geographical communities with a strong focus of helping reduce risk factors for developing a potentially serious mental illness. Additionally, PEI is meant to help create timely access and linkages to treatment services when necessary to prevent mental health from becoming severe and disabling. One of the many programs that has been successful due to its innovative, cultural approach; and now, also identified as a promising practice is The RAIZ Promotores Mental Health Prevention Program which consists of twelve full time individuals, contracted under various non-profit agencies targeted at reaching the Spanish speaking community in Stanislaus County.

CLAS Standards Debrief

CLAS Standards debrief discussion and feedback with the committee: This is a countywide initiative with a lot more potential. Will look at developing sub-committees in the future to further discuss in detail the CLAS Standards. One of the things that the sub-committee can address is a crosswalk between the Cultural Competency Plan requirements and the CLAS Standards to make any adjustments as needed. A copy of the plan is on the BHRS Intranet/Extranet to view, it was suggested as an idea to add the CLAS Standards to county website.

Women's History Month Video and Discussion

Gloria Steinem Video was shown in honor of Women's History Month. www.history.com
The committee was asked – "How is this topic relevant to what we look at CCESJC"?

- Appreciate the video and the topic. It gives hope, we are going in a better direction and thankful.
- We need to make sure that we have equity-that we are at the same starting point so then we can have the equality.
- Society is progressing – we are moving in the right direction.
- Support growth and development by talking to our girls and boys at a young age.
- This meeting feels empowering with every woman on this committee.

If you have questions or suggestions regarding Cultural Competency, please e-mail:
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