

**LOS ANGELES COUNTY DEPARTMENT OF MENTAL HEALTH
OFFICE OF ADMINISTRATIVE OPERATIONS – CULTURAL COMPETENCY UNIT
GUIDELINES FOR ANNUAL CULTURAL COMPETENCE TRAINING**

I. Annual Cultural Competence Training Requirement

For the Medi-Cal Systems Review/ Cultural Competence Plan Requirement - 100% of LACDMH staff including clerical/support staff, financial, clinical/direct service providers, and management from Directly Operated, Legal Entities/Contracted and Administrative programs must complete a cultural competence training annually.

II. Guidelines to determine whether a training can be considered as meeting the annual cultural competence training requirement

A cultural competence training focuses on an element of culture and cultural diversity; cultural diversity; cultural awareness, sensitivity, humility; multicultural knowledge; cultural considerations and formulation of diagnostic impressions and treatment planning; mental health interpreter training; training on the use of mental health Interpreters

- Definition of culture
The integrated pattern of thoughts, communication, actions, customs, beliefs, values, and institutions associated, wholly or partially, with racial, ethnic, or linguistic groups, as well as religious, spiritual, biological, geographical, or sociological characteristics.

- Elements of culture include, but are not limited to:
 - Age
 - Country of origin, degree of acculturation, generation
 - Educational level obtained
 - Family and household composition
 - Gender identity; sexual orientation
 - Health practices including use of traditional healer techniques
 - Linguistic characteristics - language(s) spoken, written, or signed
 - Perceptions of health and well-being and related practices
 - Perceptions/beliefs regarding diet and nutrition
 - Physical ability or limitations; cognitive ability or limitations
 - Racial and ethnic groups
 - Religious and spiritual characteristics
 - Socio-economic status, etc.

Source: National Standards for Culturally and Linguistically Appropriate Services (CLAS) in Health and Health Care: A Blueprint for Advancing and Sustaining CLAS Policy and Practice, April 2013

III. Examples of cultural competence trainings offered by LACDMH

Title of Trainings
API
Cambodian, Chinese, Korean, Vietnamese Wellness Recovery Action Plan (WRAP)
Treating Depression in Asian American Communities
Treating Depression in Asian American Communities
Intergenerational Family Therapy
Domestic Violence in the API Community
Group Therapy API Communities
Eastern European/Middle Eastern
Therapy with Middle Eastern Populations
Latino
Increasing Spanish Mental Health Clinical Terminology
Spanish WRAP
LGBTQ
Aging and Long Term Care
Best Practices for Working with LGBTQ Youth
Native American
American Indian-Alaska Native Mental Health Conference
Historical Trauma in the American Indian/Alaska Native community
Under-Represented Ethnic Populations
Cultural Impact on Treatment Planning and Case Conceptualization
Engagement Through Respectful Lens
General Cultural Competency
Cultural Competence in the Integrated Healthcare Setting: Impacts, Interactions, and Relationships
The Brains Involvement in Healing from a Cultural Lens
Preparing The Next Generation For The - Other Real World A Culturally-Celebratory, Competency-Based Approach To Clinical Supervision
Children
Assessment of Children 0-5 Years Using the Infancy Childhood and Relationship Enrichment (iCARE) Initial Assessment Form
Sensory Integration in Children
Working with Grieving Children
Commercial Sexual Exploitation of Children Symposium
Child Abuse: Assessment, Reporting, and Treatment
Helping Children and Families Cope with Trauma
Reaching Children Thru Play: Interventions with Child Trauma Victims
Youth
Working with Gang-Involved Youth and Families
CAPPS CDE Model of Treatment for Youth and Young Adults at Ultra-High Risk for Psychosis
Law and Ethics Update Child and Adolescent Focus
Older Adults
Workshop on Outreach & Engagement Strategies Working with Chronically Homeless Persons: Special Focus on Housing First and Harm Reduction
PEARLS Program to Encourage Active and Rewarding Lives for Seniors
Gero-Psychiatric Breakfast
Family Inclusion
Culturally Sensitive Practice: Engagement without Insult
Engaging Parents and Caregivers

Title of Trainings
Mental Health Interpreter Training
Advanced Interpreter's Training--The Fine Art of Interpreting
Introduction to Interpreting in Mental Health Settings
English Speaking Providers: Bridging Language Gaps in your Clinical Practice
Deaf and Hard of Hearing Community
Understanding Deafness and Mental Illness
How Deaf Mental Health Is Unique
Justice System
Assessment and Treatment of AB109 Population
Co-occurring Disorders for the AB109 Population
Providing Effective Job Development, Placement, and Retention Services to Ex-Offenders and Expungement of Criminal Records
Reducing Jail Recidivism: Evidence Based Release Planning
DBT for Jail Clinicians
Motivational Interviewing as a Brief Intervention for Jail Clinicians
Approaches to Recognizing and Managing Compassion Fatigue, Burnout, and Vicarious Trauma in the Juvenile Justice System
HIV+/AIDS
HIV-AIDS: Assessment and Treatment
Spirituality
Integrating Spirituality into Mental Health Recovery
Advanced Mental Health and Spirituality Training for Clinical Providers
Substance Abuse/Co-Occurring Disorders
Co-Morbidity of Personality Disorder, Homelessness, and Substance Abuse (Advanced Level)
Pathways Housing First: Ending Homelessness for Individuals with Dual Diagnosis
Gender and Sexuality
Understanding Maternal Mental Health
Differential Diagnosis for the Women's Jail
Integrating Incarcerated Women into Society
Client Culture
Hope & Recovery Conference - Asian and Pacific Islander
Hope & Recovery Conference - Esperanza y Recuperación
Hope & Recovery Conference - English

IV. Examples on trainings that do not qualify as cultural competence trainings

- Burnout prevention: implementing self-care strategies while working in the behavioral health field
- Cognitive behavioral analysis system of psychotherapy
- Conversations you avoid... what to say and how to say it
- Critical time intervention
- Foundational skills and best practices in clinical supervision
- Initial LPS designation training and testing
- Injections ghost review course and medication room update
- Nonviolent crisis intervention