

**Office of Mental Health and Addiction Services
Children's Mental Health System Change Initiative**

**Workforce Development in Cultural Competency
Policy Four
September 22, 2004**

It is the policy of the Office of Mental Health and Addiction Services (OMHAS) to develop a statewide culturally competent workforce within the public mental health system in order to deliver culturally specific mental health services to children and families. OMHAS, the Community Mental Health Programs (CMHPs) and the Mental Health Organizations (MHOs) will do the following:

1. OMHAS will contract with a Consultant whose area of expertise is cultural competence to evaluate our children's mental health system for strengths and areas for improvement.
2. OMHAS will **facilitate trainings and technical assistance** with a significant focus on building strengths through diversity.
3. OMHAS will use feedback from the Consultant **to improve cultural competence throughout the Children's Mental Health System.**
4. OMHAS will use the Youth Services Survey-Family Version to assess family perception of staff sensitivity to their culture and use this information to inform the system of needed changes.
5. **OMHAS and MHO Advisory Councils will reflect the demographics and diversity of children and families covered by the Oregon Health Plan.**