

Office of Mental Health and Addiction Services

Report to Stakeholder's Group

Cultural Competence Workgroup

Children's Mental Health Systems Change Initiative

June 30, 2004

The Office of Mental Health and Addiction Services (OMHAS) pursued consultation and held three focus groups to develop recommendations for cultural competence as part of the Children's Mental Health Systems Change Initiative. The three focus groups were conducted during May and June. James Mason Ph.D., Director of the Office of Multicultural Health, provided consultation. OMHAS staff with roles related to cultural competence provided additional consultation. This document presents both specific and general recommendations that have been developed through these activities. They are being submitted to the Stakeholder's group for discussion and comment.

The specific recommendations are:

1. Complete a Cultural Competence Assessment of the Office of Mental Health and Addictions and each staff member;
2. Increase the diversity of Stakeholders and/or any advisory body to assist OMHAS with this initiative;
3. Obtain professional consultation regarding the development of cultural competency plans and strategies; and
4. Develop a draft plan regarding system's change.

The general recommendations are:

1. Involve highest level administrators to direct and support cultural competence;
2. Develop ongoing relationships with members of the diverse communities in the state;
3. Increase the diversity of families that are involved in system advisory roles;
4. Following the development of a draft cultural competency plan, create focus groups to solicit feedback regarding plans and strategies; and
5. Coordinate specific plans regarding cultural competence in the Children's Mental Health System's Change Initiative with other related Department of Human Services (DHS) efforts.