

[Organization]

Cultural Competency Statement

[Organization] believes it is essential that all aspects of wellness promotion and mental health and substance use disorder prevention and treatment be reflective of the diversity of the community and that mental health and substance abuse agencies strive to become and remain culturally and linguistically competent.

A culturally and linguistically competent system integrates skills, attitudes, and policies to ensure it is effectively addressing the cultural and communication needs of consumers and families with diverse economic and social resources and capacities and diverse values, beliefs, and sexual orientations, in addition to backgrounds that vary by race, ethnicity, religion, and language.

This requires (1) a thorough understanding of the culture of the many segments of American society; (2) adequate language skills to serve the language needs of substantial limited-English-speaking communities and of the deaf and blind communities; and (3) an understanding of the full range of sexual orientations, currently summarized as LGBTQQIAP (lesbian, gay, bisexual, transgender, queer, questioning, intersex, ally and pansexual). **[Organization]** urges that advisory councils, governing boards, staff and peer service workers of mental health and substance abuse treatment agencies in this community be chosen and trained to reflect and respect cultural and linguistic diversity as a basic civil right.

[Organization] Cultural Competency Plan

In order to fully integrate **[Organization]**'s philosophy regarding cultural competency with its own practices, **[Organization]** will:

- Periodically review demographic data and local needs assessment data to become educated about the diversity and needs of the people who live in _____, (i.e. **Henry County**) and implement plans and practices that work best for them.
- Appoint a Board Committee to periodically review **[Organization]** practices and update **[Organization]**'s cultural and linguistic competency plan as needed.
- Consider the cultural and linguistic diversity of _____ (i.e. **Henry County**) in selecting advisory board and governing board members so that those boards will be reflective of and respectful of this community.
- Develop and implement standards for recruitment and hiring of culturally and linguistically competent staff.

- Provide regular cultural and linguistic competency training for staff and board members.
- Provide educational materials that are consistent with the linguistic diversity of _____ **(i.e. Henry County)**.
- Assess the language skills of community mental health providers and offer that information to individuals/families requesting information and referral services from **[Organization]**.
- Request feedback about cultural competence and access to local resources in any consumer satisfaction surveys conducted.