



The mission of the Jackson County Community Mental Health Fund is to support a network of mental health services for persons with chronic mental illness that are locally accessible and responsive to the varied and unique service needs of Jackson County residents.

Cultural competence is the engagement in an authentic shared process responding to the individuality of all persons, in supporting a network of providers meeting the mental health needs of underserved Jackson County residents.

JCCMHF ORGANIZATIONAL INDICATORS OF CULTURAL COMPETENCE

- 1. Hiring Practices (Workforce Diversity)**
 - Applicants for employment demonstrate evidence of cultural competence.
 - Diversity is represented at all levels of the organization including the board of directors and reflects the community we serve.
- 2. Diverse Representation and Recruitment of Board Through Input of Board and Other Stakeholders (Recruitment of nominees)**
 - The board is representative of the community and those who receive services.
- 3. Funding Categories / Allocation of Specific Funds / Areas**
 - Specific criteria is identified that delineates allocation of funds based on need for services that takes into consideration disparities, at risk areas, and the network's capacity to offer service.
 - Current statistical data is used to gain knowledge of disparities regarding the mental health needs in Jackson County.
- 4. Public Relations / Marketing / Website**
 - We ensure the community is aware of resources and services made available through Jackson County Mental Health Levy funding.
 - We advocate for the elimination of mental health stigma and disparities by providing information, data, and awareness to the citizens of Jackson County.
- 5. Infrastructure / Sustainability – Board Training and Education**
 - The JCCMHL maintains an active CCAC as part of its organizational structure to ensure that issues related to diversity, cultural competency and inclusion are integrated into all levels the organization.
 - The CCAC reports to the JCCMHL board of trustees and is responsible to fulfill the responsibilities outlined in the Council's Scope of Work.
 - The CCAC has representation of all stakeholders in the organization to include staff, trustees, providers, community agencies and consumers of service.
 - The board and staff participate in ongoing education, conversations and training to enhance knowledge and skills in the areas of cultural competency, diversity and inclusion.
 - The board of trustees will hear and discuss recommendations of the CCAC with members of the advisory council present.
 - The CCAC will advise on the implication of issues related to mental health services and the community.
- 6. Data / Diversity**
 - Current statistical data is used to gain knowledge of disparities regarding the mental health needs in Jackson County.

7. Promotion of Diversity / CC and Inclusion

- JCCMHL mission and vision statement addresses diversity as a major component in the delivery of mental health services.
- We have a policy statement that defines / addresses diversity and inclusion as an important component of the organization.
- Our website is available in other languages spoken by the community we serve.
- We respond to national and local events related to mental health as a way reducing stigma and misunderstanding of mental health.

8. Technical Assistance

- The CCAC serves as TA to the Board and other stakeholders in the area of diversity, cultural competence and inclusion.
- Technical Assistance is provided to grantees on issues related to diversity, cultural competence and inclusion and how these can be integrated in service delivery.
- We provide resources to enhance knowledge, awareness and skill in serving diverse populations.

PROVIDER NETWORK INDICATORS of CULTURAL COMPETENCE

1. Board Diversity / Staff Diversity

- The board and staff of provider organizations are representative of the communities they serve.
- The board includes service participants and family members.

2. Policy Diversity / Inclusion

- The grantee has a policy statement that defines / addresses diversity and inclusion for the organization.

3. Infrastructure / Sustainability

- The organization is ADA compliant.
- The organization has a cultural competence / diversity committee as part of its organizational structure to ensure that all issues related to diversity, cultural competency and inclusion are integrated into all levels the organization.
- The organization has a functional cultural competency plan that is implemented by the cultural competence / diversity committee.
- The organization has indicators for cultural competence.
- The organization's cultural competency / diversity committee is representative of personnel at all levels of the organization.
- The board and staff participate in ongoing education, conversations and training to enhance knowledge and skills in the areas of cultural competency, diversity and inclusion.
- The cultural competence / diversity committee will advise the organization on the implication and issues related to mental health services and the community.
- The cultural competence / diversity committee has an outlined reporting mechanism to the leadership and board to ensure progress and monitoring of the Cultural Competency Plan.

4. Linguistic Issues

- The organization has systems in place to respond and /or provides services in the language preferred by clients.
- Service related documents are developed for clients with varied levels of literacy.
- The organization is compliant with Title VI Civil Rights Act and HHS Office of Civil Rights Policy Guidance for Servicing Limited English Proficient clients.

5. Data Collection

- Organizations collect relevant client diversity data, including but not limited to ethnic, racial, spoken and written language to help inform about the potential cultural factors and disparities that impact how / what service are offered.