

Analyzing the Impact of the Mental Health Services Act on Reducing Mental Health Disparities

(Deliverable 1b):

Analysis of the Mental Health System Response to Reducing Disparities Using the 2010 County-Submitted Cultural Competency Plans (CCP)

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Table of Contents

Introduction	1
Historical Initiation and Background	1
<i>The CCP Framework</i>	2
<i>Revisions to the CCP Framework and Process</i>	3
<i>Implementation and Integration of the CCP</i>	5
Review of Related Literature	7
Culturally Competent Services and Mental Health Disparities	7
Workforce Availability	7
Analytical Aims and Research Questions	9
Methods	10
<i>Data Requested by CCP Requirements</i>	10
Data Sources and Analysis	11
<i>Data Quality and Completeness</i>	12
<i>Data Types</i>	12
<i>Challenges With Data Extraction</i>	13
<i>CSS Demographic Data Definitions and Sources</i>	14
Key Findings and Recommendations	15
<i>Key Findings to Research Question 1: How does the county’s reported population compare to the 2010 U.S. Census population? To the California Department of Finance population?</i>	15
<i>Key Findings to Research Question 2: What groups did each county target for reducing disparities? How well do these findings align with disparities in mental health service access over time, as identified in deliverable 1a of this report?</i>	17
<i>Alignment of CSS targets with trends in access disparities identified in Deliverable 1a</i>	19
<i>Key Findings to Research Question 3: How does the county’s workforce compare to the general population? To the Medi-Cal population? To the CSS population?</i>	24
Conclusion, Practical Implications, Limitations, and Future Research	28
Table 1. Population Data By County/Race/Ethnicity Using CCPs	31
Table 1. Population Data By County/Race/Ethnicity Using CCPs (Continued)	32
Table 2. Special Population Data By Age and Gender Using CCPs	33
Table 2. Special Population Data By Age and Gender Using CCPs (Continued) ...	34
Table 3. Medi-Cal Population Data By Race/Ethnicity Using CCP (Continued)	36
Table 4. Medi-Cal Population Data By Age and Gender Using CCP	37
Table 4. Medi-Cal Population Data By Age and Gender Using CCP (Continued) ..	38
Table 5. CSS Population Data By Race/Ethnicity Using CCP	39

Table 5. CSS Population Data By Race/Ethnicity Using CCP (Continued)	40
Table 6. CSS Population Data By Age and Gender Using CCP	41
Table 6. CSS Population Data By Age and Gender Using CCP (Continued)	42
Table 7a. Alameda County Profile: Cultural Competency Plan	43
Table 7a. Alameda County Profile: Cultural Competency Plan (Continued)	44
Table 7b. Alpine County Profile: Cultural Competency Plan	45
Table 7b. Alpine County Profile: Cultural Competency Plan (Continued)	46
Table 7c. Amador County Profile: Cultural Competency Plan.....	47
Table 7c. Amador County Profile: Cultural Competency Plan (Continued).....	48
Table 7d. City of Berkeley Profile: Cultural Competency Plan	49
Table 7d. City of Berkeley Profile: Cultural Competency Plan (Continued).....	50
Table 7e. Butte County Profile: Cultural Competency Plan	51
Table 7e. Butte County Profile: Cultural Competency Plan (Continued)	52
Table 7f. Calaveras County Profile: Cultural Competency Plan	53
Table 7f. Calaveras County Profile: Cultural Competency Plan (Continued)	54
Table 7g. Colusa County Profile: Cultural Competency Plan	55
Table 7g. Colusa County Profile: Cultural Competency Plan (Continued)	56
Table 7h. Contra Costa County Profile: Cultural Competency Plan	57
Table 7h. Contra Costa County Profile: Cultural Competency Plan (Continued) ..	58
Table 7i. Del Norte County Profile: Cultural Competency Plan	59
Table 7i. Del Norte County Profile: Cultural Competency Plan (Continued)	60
Table 7j. El Dorado Hills County Profile: Cultural Competency Plan	61
Table 7j. El Dorado Hills County Profile: Cultural Competency Plan (Continued). 62	
Table 7k. Fresno County Profile: Cultural Competency Plan	63
Table 7k. Fresno County Profile: Cultural Competency Plan (Continued).....	64
Table 7l. Glenn County Profile: Cultural Competency Plan	65
Table 7l. Glenn County Profile: Cultural Competency Plan (Continued)	66
Table 7m. Humboldt County Profile: Cultural Competency Plan	67

Table 7m. Humboldt County Profile: Cultural Competency Plan (<i>Continued</i>)	68
Table 7n. Imperial County Profile: Cultural Competency Plan	69
Table 7n. Imperial County Profile: Cultural Competency Plan (<i>Continued</i>).....	70
Table 7o. Inyo County Profile: Cultural Competency Plan	71
Table 7o. Inyo County Profile: Cultural Competency Plan (<i>Continued</i>).....	72
Table 7p. Kern County Profile: Cultural Competency Plan	73
Table 7p. Kern County Profile: Cultural Competency Plan (<i>Continued</i>)	74
Table 7q. Kings County Profile: Cultural Competency Plan	75
Table 7q. Kings County Profile: Cultural Competency Plan (<i>Continued</i>)	76
Table 7r. Lake County Profile: Cultural Competency Plan	77
Table 7r. Lake County Profile: Cultural Competency Plan (<i>Continued</i>).....	78
Table 7s. Lassen County Profile: Cultural Competency Plan	79
Table 7s. Lassen County Profile: Cultural Competency Plan (<i>Continued</i>).....	80
Table 7t. Los Angeles County Profile: Cultural Competency Plan.....	81
Table 7t. Los Angeles County Profile: Cultural Competency Plan (<i>Continued</i>).....	82
Table 7u. Madera County Profile: Cultural Competency Plan.....	83
Table 7u. Madera County Profile: Cultural Competency Plan (<i>Continued</i>).....	84
Table 7v. Marin County Profile: Cultural Competency Plan.....	85
Table 7v. Marin County Profile: Cultural Competency Plan (<i>Continued</i>).....	86
Table 7w. Mariposa County Profile: Cultural Competency Plan.....	87
Table 7w. Mariposa County Profile: Cultural Competency Plan (<i>Continued</i>).....	88
Table 7x. Mendocino County Profile: Cultural Competency Plan	89
Table 7x. Mendocino County Profile: Cultural Competency Plan (<i>Continued</i>)	90
Table 7y. Merced County Profile: Cultural Competency Plan.....	91
Table 7y. Merced County Profile: Cultural Competency Plan (<i>Continued</i>).....	92
Table 7z. Modoc County Profile: Cultural Competency Plan	93
Table 7z. Modoc County Profile: Cultural Competency Plan (<i>Continued</i>).....	94
Table 7aa. Mono County Profile: Cultural Competency Plan.....	95

Table 7aa. Mono County Profile: Cultural Competency Plan (<i>Continued</i>).....	96
Table 7ab. Monterey County Profile: Cultural Competency Plan	97
Table 7ab. Monterey County Profile: Cultural Competency Plan (<i>Continued</i>).....	98
Table 7ac. Napa County Profile: Cultural Competency Plan.....	99
Table 7ac. Napa County Profile: Cultural Competency Plan (<i>Continued</i>).....	100
Table 7ad. Nevada County Profile: Cultural Competency Plan	101
Table 7ad. Nevada County Profile: Cultural Competency Plan (<i>Continued</i>)	102
Table 7ae. Orange County Profile: Cultural Competency Plan.....	103
Table 7ae. Orange County Profile: Cultural Competency Plan (<i>Continued</i>).....	104
Table 7af. Placer County Profile: Cultural Competency Plan	105
Table 7af. Placer County Profile: Cultural Competency Plan (<i>Continued</i>).....	106
Table 7ag. Plumas County Profile: Cultural Competency Plan	107
Table 7ag. Plumas County Profile: Cultural Competency Plan (<i>Continued</i>)	108
Table 7ah. Riverside County Profile: Cultural Competency Plan.....	109
Table 7ah. Riverside County Profile: Cultural Competency Plan (<i>Continued</i>).....	110
Table 7ai. Sacramento County Profile: Cultural Competency Plan	111
Table 7ai. Sacramento County Profile: Cultural Competency Plan (<i>Continued</i>)..	112
Table 7aj. San Benito County Profile: Cultural Competency Plan	113
Table 7aj. San Benito County Profile: Cultural Competency Plan (<i>Continued</i>)....	114
Table 7ak. San Bernardino County Profile: Cultural Competency Plan	115
Table 7ak. San Bernardino County Profile: Cultural Competency Plan (<i>Continued</i>)	116
Table 7al. San Diego County Profile: Cultural Competency Plan.....	117
Table 7al. San Diego County Profile: Cultural Competency Plan (<i>Continued</i>).....	118
Table 7am. San Francisco County Profile: Cultural Competency Plan	119
Table 7am. San Francisco County Profile: Cultural Competency Plan (<i>Continued</i>)	120
Table 7an. San Joaquin County Profile: Cultural Competency Plan	121
Table 7an. San Joaquin County Profile: Cultural Competency Plan (<i>Continued</i>)	122

Table 7ao. San Luis Obispo County Profile: Cultural Competency Plan	123
Table 7ao. San Luis Obispo County Profile: Cultural Competency Plan (Continued).....	124
Note: Sections with blanks indicates that data were not available. Table 7ap. San Mateo County Profile: Cultural Competency Plan	124
Table 7ap. San Mateo County Profile: Cultural Competency Plan	125
Table 7ap. San Mateo County Profile: Cultural Competency Plan (Continued)...	126
Table 7aq. Santa Barbara County Profile: Cultural Competency Plan	127
Table 7aq. Santa Barbara County Profile: Cultural Competency Plan (Continued)	128
Table 7ar. Santa Clara County Profile: Cultural Competency Plan	129
Table 7ar. Santa Clara County Profile: Cultural Competency Plan (Continued) ..	130
Table 7as. Santa Cruz County Profile: Cultural Competency Plan	131
Table 7as. Santa Cruz County Profile: Cultural Competency Plan (Continued) ..	132
Table 7at. Shasta County Profile: Cultural Competency Plan	133
Table 7at. Shasta County Profile: Cultural Competency Plan (Continued).....	134
Table 7au. Sierra County Profile: Cultural Competency Plan	135
Table 7au. Sierra County Profile: Cultural Competency Plan (Continued).....	136
Table 7v. Siskiyou County Profile: Cultural Competency Plan	137
Table 7v. Siskiyou County Profile: Cultural Competency Plan (Continued).....	138
Table 7aw. Solano County Profile: Cultural Competency Plan	139
Table 7aw. Solano County Profile: Cultural Competency Plan (Continued).....	140
Table 7ax. Sonoma County Profile: Cultural Competency Plan	141
Table 7ax. Sonoma County Profile: Cultural Competency Plan (Continued)	142
Table 7ay. Stanislaus County Profile: Cultural Competency Plan	143
Table 7ay. Stanislaus County Profile: Cultural Competency Plan (Continued) ...	144
Table 7az. Sutter-Yuba County Profile: Cultural Competency Plan	145
Table 7az. Sutter-Yuba County Profile: Cultural Competency Plan (Continued). 	146
Table 7ba. Tehama County Profile: Cultural Competency Plan	147

Table 7ba. Tehama County Profile: Cultural Competency Plan (Continued)..... 148
Table 7bb. Tri-City County Profile: Cultural Competency Plan 149
Table 7bb. Tri-City County Profile: Cultural Competency Plan (Continued) 150
Table 7bc. Trinity County Profile: Cultural Competency Plan 151
Table 7bc. Trinity County Profile: Cultural Competency Plan (Continued)..... 152
Table 7bd. Tulare County Profile: Cultural Competency Plan 153
Table 7bd. Tulare County Profile: Cultural Competency Plan (Continued) 154
Table 7be. Tuolumne County Profile: Cultural Competency Plan..... 155
Table 7be. Tuolumne County Profile: Cultural Competency Plan (Continued).... 156
Table 7bf. Ventura County Profile: Cultural Competency Plan 157
Table 7bf. Ventura County Profile: Cultural Competency Plan (Continued)..... 158
Table 7bg. Yolo County Profile: Cultural Competency Plan 159
Table 7bg. Yolo County Profile: Cultural Competency Plan (Continued) 160
References 161

Cultural Competence Plan (CCP) Key Abbreviations

ACS	American Community Survey
CAEQRO	California External Quality Review Organization
CCP	Cultural Competence Plan
CCPR	Cultural Competence Plan Requirement
CHIS	California Health Information Survey
CLAS	Culturally and Linguistically Appropriate Services
CMHDA	California Mental Health Directors Association
CMHPC	California Mental Health Planning Council
CMM	Centers for Medicare and Medicaid
CSI	Client Services Information
CSS	Community Services and Support
DBH	Department of Behavioral Health
DHCS	Department of Health Care Services
DHHS	Department of Health and Human Services
DMH	Department of Mental Health
DMHS	District Mental Health Services
DOF	Department of Finance
EQRO	External Quality Review Organization
FPL	Federal Poverty Level
FTE	Full-time Equivalents
HCFA	Health Care Financing Administration
LHJ	Local Health Jurisdiction
MHPs	Mental Health Plans
MHSA	Mental Health Services Act
MHSOAC	Mental Health Services Oversight Accountability Commission
OMS	Office of Multicultural Services
PEI	Prevention and Early Intervention
R&E	Research and Evaluation Division
SCMH MC	Sonoma County Mental Health MHSA Coordinator
SED	Serious Emotional Disturbed
SMI	Serious Mental Illness
WET	Workforce Education and Training

Introduction

Cultural competence, according to Campinha-Bacote (2002), is a process in which the provider continuously strives to be culturally responsive and work effectively within the cultural context of a community from a diverse cultural and ethnic background. Reflecting on the work that mental health leaders do in local, regional, and state departments calls for an examination of the cultural capabilities that are essential to respond to mental health service inequalities and health disparities experienced by unserved, underserved, and inappropriately served communities. Anticipating and recognizing the need to reduce service inequalities and health disparities, the California Department of Mental Health introduced the cultural competence plans (CCPs) in the late 1990s, requiring all counties across the state to complete a CCP. This requirement remains a priority in the efforts to adequately assess and respond to potential disparities in mental health services throughout the state. Disparities in access to culturally relevant mental health services, and inconsistencies in culturally competent services offered, were thought to exist in many regions of California, and the CCPs were intended to enable introspective examination of potential deficiencies in services and solutions for the future. Therefore, data from the CCPs were used to examine California's mental health system's response to reducing disparities.

This section of the report highlights CCPs in California, from their historical initiation and background, to the most updated data available, to recommendations for future CCP requirements and evaluation, with the goal of guiding and informing future steps toward equitable culturally competent mental health services throughout the state.

Historical Initiation and Background

Prior to the passage of the 2004 Mental Health Services Act (MHSA, Proposition 63), California's community mental health systems had a long and well-documented history of attempts to reduce the disparities in access and quality of care experienced by diverse populations.¹ In the mid-1990s, at the national and state levels, mental health systems were undergoing a major policy shift toward implementation of managed care programs. In order to consolidate resources and to create a more cost-effective Medi-Cal delivery system, California initiated a statewide movement away from "fee for service" providers through consolidation of Medi-Cal specialty mental health services. Consequently, mental health services were separated from health services, and a cohesive mental health system emerged. The consolidation of funding prevented "fee for service" providers from receiving reimbursement for Medi-Cal patients outside of the new managed care system. In essence, the new managed care system rendered county mental health systems the sole providers of community mental health services to California's Medi-Cal beneficiary populations.

In order to gain approval for this policy shift, the California Department of Mental Health (DMH) needed to apply for a waiver from the federal Department of Health and Human Services (DHHS), Health Care Financing Administration (HCFA), now known as the Centers for Medicare

¹ The content of the historical initiation and background section is derived from personal communication with key informants previously and currently involved in the development and administration of the CCPs.

and Medicaid Services (CMS). In collaboration with the California Mental Health Directors Association (CMHDA), DMH submitted to HCFA a request for a waiver to grant California permission to implement the *Consolidation of Medi-Cal Specialty Mental Health Services*. HCFA approved the waiver. It was subsequently known as *Phase II Consolidation of Medi-Cal Specialty Mental Health Services* (Phase I referred to changes in state hospital funding). As part of the approved Phase II waiver, the county mental health systems became known as the new “mental health plans” (MHPs). In effect, the federal waiver granted county mental health plans the full responsibility for the mental health care of California’s Medi-Cal populations.

The federal waiver required DMH to develop implementation plans for the rollout of Phase II. However, the DMH’s implementation plan for Phase II failed to include any requirements for the reporting of strategies to reduce disparities. In a state as highly diverse as California, this omission generated a strong response from various diverse communities, resulting in creation of an addendum to the Phase II consolidation plans. This addendum was known as the CCP requirements.

The CCP Framework

DMH issued the first ever-statewide CCP requirements in October 1997, as an addendum to the implementation plans of *Phase II Consolidation of Medi-Cal Specialty Mental Health Services*. The CCP requirements were added to state statute under Title 9, Rehabilitative and Developmental Services, Division 1, DMH, Chapter 11, Medi-Cal Specialty Mental Health Services, Article 4, Section 1810.410, culture and linguistic requirements. The regulation states “*County mental health programs shall develop and implement cultural competence plans and submit these plans to DMH for review and approval.*” This statute satisfied the requirements in the federal waiver.

The CCP requirements were developed in partnership with community stakeholders through the newly formed Cultural Competence Task Force. This task force included representation from the California Mental Health Directors Association. The mental health directors were to be held responsible for writing and implementing their county mental health plans. The DMH required all mental health plans to include a CCP and submit the plan to DMH for review. Recognizing the need to oversee the CCP submissions and reviews, the DMH in 1998 established the Office of Multicultural Services (OMS).

For the first time the DMH established standards and plan requirements for reducing disparities and moving toward achieving cultural and linguistic competence in service access and utilization. The Cultural Competence Task Force developed the standards as a means to synthesize the best research available in the cultural and linguistic competency literature. The overall goals of the CCP requirements were to:

- 1) Establish standards and requirements to create consistency in the reporting of data on cultural competency. This drive toward consistency was designed to enable the California DMH to monitor improvements in the creation of more culturally and linguistically competent county mental health systems over time.

- 2) Improve access and the quality of care in mental health services for underserved racially and ethnically diverse Medi-Cal beneficiaries.

Recognizing the need to assess the mental health system and county-level response to reducing mental health disparities, DMH stipulated that each county must submit a CCP, allowing them nine months to gather and analyze their data and submit their final CCPs. The CCPs originally required each county to present population utilization profiles across four areas, including access rates stratified by race and ethnicity, age, gender, and language. In analyzing the data, counties were able to assess organizational and service provider capabilities, identify county-specific disparities, and develop a county-specific plan. The plan was to include targeted goals and measurable objectives to reduce specifically identified disparities within their counties. DMH offered technical assistance and training to help counties find population data sources (e.g., the California Department of Finance and the U.S. Census Bureau) and county Medi-Cal utilization data, and to use Client Services Information (CSI) data. Because the CCP requirements were part of Phase II of the Medi-Cal Consolidation of Specialty Mental Health Services, they were included as part of the required on-site Medi-Cal review protocols. The DMH Office of Multicultural Services trained the state review teams on CCP requirements to help ensure compliance with the CCP requirements as part of the Medi-Cal review protocol.

The CCP, which constitutes a framework for identifying and improving cultural and linguistic competency, was well supported by national reports and initiatives. For example, in 2001, a federal report from the Office of the Surgeon General, U.S. Department of Health and Human Services (DHHS), titled *Mental Health: Culture, Race, and Ethnicity, A Supplement to Mental Health* declared that “racial and ethnic minorities bear a greater burden from unmet mental health needs and thus suffer a greater loss to their overall health and productivity.” Also in 2001, the U.S. DHHS Office of Minority Health issued the *National Standards for Culturally and Linguistically Appropriate Services in Health Care*, subsequently known as the CLAS standards. California’s CCP requirements were used as the template for development of these national standards. In subsequent CCP revisions, the federal CLAS standards were vetted and incorporated into the revised CCPs, thus tying the federal CLAS standards to the state plans. In July 2003, U.S. DHHS issued a report by the President’s New Freedom Commission on Mental Health titled *Achieving the Promise: Transforming Mental Health Care in America*. This report called for “A new vision for the future—action for mental health in the new millennium.” The report asserted that states should “tailor treatment to age, gender, race, and culture.” These reports placed a national spotlight upon national mental health systems, impelling them to take decisive action to reduce disparities that diverse, underserved populations experience.

Revisions to the CCP Framework and Process

In nearly two decades since DMH issued the first CCP requirements in 1997, three updates and revisions have occurred. The CCPs were updated in 2002, 2003, and most recently in 2010. Counties also were required to submit annual CCP updates. In the early submissions, DMH and community stakeholders reviewed, evaluated, and scored all CCPs. The review of the CCPs included a scoring protocol with criteria set to evaluate each component of the CCPs, which assigned a final score to each plan. After each CCP was scored, DMH maintained and stored all scoring sheets; whether or not these documents remain available is unclear. Use of the scoring

protocol to evaluate each of the CCPs demonstrated minimal investment and willingness by counties to set specific strategies to reduce disparities. In the review of earlier CCPs, prior to 2010, counties identified disparities in access to care for Latinos, Asian-Pacific Islanders, and Native Americans. Earlier CCP submissions did not identify disparities affecting African Americans because their data showed high utilization and overrepresentation in inpatient treatment settings. The California Mental Health Planning Council (CMHPC) can corroborate these findings. Between 2001 and 2005, the CMHPC, in meetings with its quality review committee, reviewed and reported county-specific data that reported utilization rates by various demographic variables.

Despite the opportunity to measure county-level response to reducing mental health disparities, counties expressed hesitation to complete CCPs. Key informants familiar with the development and administration of the CCPs recall counties' hesitation (personal communications, December 15, 2013). They reported that in the meetings held between County Mental Health Directors Association leadership and the state Department of Mental Health, counties expressed a concern that the CCPs were in fact an unfunded mandate. As a result, counties were reluctant to set realistic benchmarks for reducing disparities for fear of lack of reimbursement. Their position was that the CCP protocols required them to serve "new" populations without new dollars. Additionally, they were resistant to set realistic goals for reducing disparities for fear of consequences if they did not reach stated goals. Historically, the DMH position was that these were not new communities, but rather Medi-Cal beneficiaries whom counties were already responsible to serve under their Medi-Cal consolidation plans. Too often, the CCPs were seen as an added reporting responsibility to already overburdened and underfunded MHPs. The history of the CCP submissions to DMH continued to show poor results in the quality of data collection and analysis, thus resulting in inadequate and poorly conceived implementation goals and measurable strategies. The state DMH also failed to hold counties accountable. Poor reporting of data, inadequate plan submissions, and Medi-Cal site visits that indicated that sites were out of compliance were accepted with little to no consequences. Under pressure from the California Mental Health Directors Association, DMH issued no sanctions, and therefore no significant, meaningful changes were made.

In California, all 58 counties as well as two mental health city sites are required to submit CCPs. Over a period encompassing multiple CCP submissions, prior to 2010, most counties scored poorly and did not seriously engage in the intended planning, implementation, and evaluation process. However, in the 2003 CCP submissions a few counties—notably San Diego, San Mateo, and Sacramento—began to stand out for their submission of comprehensive plans. Reviews of their CCPs revealed a supportive internal leadership, strong competent ethnic services managers, and investment in resources to work with their data, thus resulting in a willingness to set realistic and measurable objectives in order to make progress in reducing mental health disparities.

In 2004, the CCPs began to head in a new direction with the passage of the Mental Health Services Act (MHSA, Proposition 63), which presented yet another major shift in California mental health delivery systems policy. However, unlike the mid-1990s Phase II Consolidation of Medi-Cal Specialty Mental Health Services move to a managed care delivery system, the MHSA brought with it a significant new infusion of financial resources to a historically underfunded

mental health system. The MHSA was responding to strong community advocacy for change in the California mental health system to reduce mental health disparities. The MHSA used much of the work done in the President's New Freedom Commission on Mental Health 2003 report *Achieving the Promise: Transforming Mental Health Care in America* to guide its development. MHSA created a historic opportunity to totally redesign the delivery of mental health services in California. Once again, the DMH was charged with the responsibility to develop the criteria for implementation of each of the new components of the MHSA law, and related CCP requirements.

Implementation and Integration of the CCP

The DMH Office of Multicultural Services (OMS), which has been responsible for development and implementation of the CCPs since their introduction, did not want to perpetuate the previous missed opportunities to include cultural competence criteria and disparities data collection in the development of new MHSA programs and services. The rollout of the MHSA presented a new and unique opportunity to respond to the disparities that the previously submitted CCPs discerned.

The OMS identified as a primary policy objective imprinting the appropriate cultural competency criteria, data collection, and organizational and service providers' standards and strategies in all of the various levels of program development as they were being designed, thus avoiding the need for an addendum. The key to culturally competent services is embedding the criteria and requirements in program design and implementation at every level. Given this new opportunity, the OMS, and its advisory committee, sought to ensure that the CCP requirements, including the collection of data by race, ethnicity, gender, age, and language, would be ingrained into each of the new MHSA programs. The goal was to have accurate and timely data so that disparities could be identified and targeted with the hope of reducing the disparities.

To achieve the aim of collecting data to identify and target disparities, and ultimately to respond to the service needs of California's diverse communities, OMS included specific criteria in the five MHSA targeted components: (1) Community Services and Supports, (2) Prevention and Early Intervention, (3) Innovation, (4) Capital Facilities and Technological Needs, and (5) Workforce Education and Training. However, the OMS decided against extending these criteria to the Three-Year Program and Expenditure Plan because they were not intended to serve as a CCP nor would they report what counties were specifically doing to reduce disparities. In their MHSA Three-Year Program and Expenditure Plans, counties were required to submit a listing of all programs for which MHSA funding was requested, and to identify the proposed expenditures for each MHSA-funded program and targeted age group. During the initiation of MHSA, the California Mental Health Directors Association requested that the 2010 CCP requirements become more integrated and comprehensive as a planning document so that the CCPs could reflect the intent of the five MHSA components. The new resources allocated under the MHSA encouraged implementation of programs to expand services to multicultural communities, and the California Mental Health Directors Association wanted to make sure that the CCPs gave consideration to those activities.

In 2010, the submission of CCPs enabled counties to present their progress toward reducing mental health disparities with the help of MHSA resources. Between 2005 and 2010 counties were given a waiver from submitting annual CCPs, as they developed and submitted their MHSA plans to the state. Prior to the current report, the 2010 submissions of the CCPs had not been evaluated, limiting assessment of the mental health system response to mental health disparities. The current analysis in conjunction with other reports and analyses, begins to assess the potential influence that MHSA resources have wielded in reducing disparities in access to mental health treatment services, and the quality of mental health outcomes within the public mental health system.

Review of Related Literature

Culturally Competent Services and Mental Health Disparities

Despite the impediments that California has encountered in identifying, assessing, and reducing mental health disparities, continuation of the state's resolve to disseminate and implement culturally and linguistically competent care is of critical importance. Research indicates that disadvantaged groups respond well to culturally and linguistically competent services. For example, Snowden and colleagues (2006, 2011) highlight four areas that they found critically important in order for mental health ethnic service coordinators to be effective in improving access to services for diverse groups. The four areas are: (1) hiring bilingual staff, (2) outreach activities to promote awareness of mental health services, (3) collaboration with community-based organizations located in the areas where potential consumers reside, and (4) flexibility in hours and settings for conducting services. Matching providers with consumers of the same race and ethnicity also has proven to be beneficial for consumers (Cabral & Smith, 2011). That is, consumers tend to present with a strong preference for a provider of the same race and ethnicity and to be more responsive to them than to providers of a different race and ethnicity. Such affinity can lead to consumer retention in treatment.

The general notion behind achieving beneficial cultural competency outcomes is to directly meet the needs of diverse populations by increasing culturally relevant organizational, structural, and clinical interventions (Betancourt, Green, Carrillo, & Ananeh-Firempong, 2003). Betancourt and colleagues elaborate on these three interventions. First, organizational interventions include establishment of a diverse workforce and leadership reflective of the communities served. Second, structural interventions refer to agency policies and practices that ensure access to quality care, such as interpreter services, bilingual staff, and written materials appropriate languages. Finally, studies have recommended tailoring clinical interventions to the unique needs of individual consumers and their families. To deliver culturally and linguistically competent services, providers must be equipped with the necessary training and tools.

Workforce Availability

The integration of a culturally and linguistically competent workforce can translate into a mental health system of care that is language- and culture-proficient while producing healthier outcomes for consumers and families of diverse cultures (Parks & Kreuter, 2007; Rogler, Malgady, Costantino, & Blumenthal, 1987). Model mental health programs have been known to offer bilingual and bicultural providers who are continually trained to treat diverse individuals, such as those with limited English proficiency (Aguilar-Gaxiola et al., 2012; Rogler et al., 1987). Despite the need for a diverse workforce, California is experiencing a significant shortage of diverse mental health workers. For example, the 2006–2010 American Community Survey estimates that only 30.7% of social workers in California are Hispanic or Latino, 41.7% are White, 13.6% are African American, 0.4% are American Indian or Alaska Native, 10.6% are Asian American, and 0.2% are Native Hawaiian or other Pacific Islander. Among psychologists in California, 8.6% are Hispanic or Latino, 80.6% are White, 3.0% are African American, 0.4% are American Indian or Alaska Native, 5.5% are Asian American, and 1% are Native Hawaiian

or other Pacific Islander (California Employment Development Department, 2010). The disproportional dispersal of providers throughout the state is an additional complication. Thus, the workforce also suffers from geographical disparities. A recent report by the California Healthcare Foundation (2013) highlights the availability of licensed mental health professionals throughout the state, per 100,000 populations, as depicted in Exhibit 1. While some regions, including the greater Bay Area, are staffed above the state average with mental health professionals, other regions (e.g., the San Joaquin Valley and the Inland Empire) are quite understaffed.

Exhibit 1. Licensed Mental Health Professionals by Region in California

Region	Psychiatrists	Psychologists	Licensed Clinical Social Workers	Marriage and Family Therapists
Central Coast	20	45	46	117
Greater Bay Area	32	71	69	123
Inland Empire	9	16	27	40
Los Angeles	20	45	52	81
Northern and Sierra	10	25	46	91
Orange County	16	41	43	83
Sacramento Area	19	36	57	76
San Diego Area	22	53	53	72
San Joaquin Valley	2	17	25	34
State Average	19	43	48	81

*Per 100,000 Population

Increasing the diversity and geographical availability of the mental health workforce is vital to achieve equity. McGuire and Miranda (2008) argue that a diverse mental health workforce throughout the state can serve as an asset to strengthen culturally and linguistically competent care to match those of consumers. With an emphasis on increasing and diversifying the workforce to represent the community being served, expanding culturally and linguistically competent trainings and engaging staff in community-defined practices and service delivery are essential for the provision of treatment.

In light of these challenges, a more comprehensive review of MHSA programs is essential. In the current report, we present results of an analysis of the mental health system response to mental health disparities in California. We analyzed data from the 2010 CCPs for 52 California counties. In conjunction with statistics from other evaluation components carried out by our research team, these results contribute to a more comprehensive understanding of county data relevant to mental health service provision, and the cultural competence levels within the mental health systems across California counties.

Analysis of the Current Mental Health System and County-Level Response to Reduce Disparities

In this section, we focus on our analysis of the county level response to reducing mental health disparities, as highlighted in the CCPs. Specifically, we focus on: (1) the objectives of the evaluation, including the research questions; (2) methods and data quality; and (3) key findings and recommendations.

Analytical Aims and Research Questions

Through the current analysis, we aimed to provide the MHSOAC, mental health services providers, consumers, and their family members, as well as advocates and all other relevant stakeholders, with an assessment of the impact that MHSOAC has had on mental health disparities among underserved and inappropriately served groups throughout the state. Specifically, we aimed to better understand how California counties assessed local mental health disparities, and how they responded to the need to reduce disparities in access to care. Guided by our findings, we conclude the current report with recommendations for the continued reduction of disparities that may help the state confront obstacles in the implementation of the MHSOAC. Based on initial discussions with MHSOAC, we developed three research questions to guide our evaluation.

Research question 1: How does the county's reported population compare to the 2010 U.S. Census population? To the California Department of Finance population?

To address research question 1, we explored how counties reported their demographics, as well as the data source used to gather their information. We compared reported population numbers and percentages presented in the 2010 CCPs (general population, Medi-Cal population) to the U.S. Census Bureau's 2010 Decennial Census and to the California Department of Finance (DOF) data. Variables of focus included: race, ethnicity, age, gender, and language. The U.S. Decennial Census and DOF data were compared to the county-reported demographics within CCPs to determine how well they measured up in terms of counts and percentages documented for each variable and within each demographic stratum (e.g., children, transitional-age youth, adults, older adults).

Research question 2: What groups did each county target for reducing disparities? How well do these findings align with the trends in access disparities identified in deliverable 1a of this report?

To answer this research question, we explored the populations targeted for mental health service disparity reduction by California counties. We assessed disparity targets for each county by: (1) documenting the number and type of targets, and (2) determining whether targets were realistic, when compared to the county's demographic data, and to potential disparities highlighted in their respective CCPs. We assessed two types of county targets: Community Services and Supports (CSS) targets, and Workforce Education and Training (WET) targets.

Research question 3: How does the county's workforce compare to the general population? To the Medi-Cal population? To the MHSOAC/CSS population?

To attend to this final research question, we explored each county's reported workforce data, where available, and compared the composition of these data to the composition of data for the general population, the Medi-Cal population, and the MHSA/CSS population with regard to race and ethnicity, and specific professional mental health categories (e.g., licensed, unlicensed, direct service providers, indirect service providers). The race and ethnicity workforce data yielded a preliminary assessment of the concordance between workforce data (i.e., the composition of health-care providers) and consumer data (i.e., the composition of clients likely to access services).

Overall, our rationale for investigating these three research questions was to assess how well each county assessed local demographic and mental health service needs data, and identified and responded to potential mental health disparities. In the following sections, we highlight our methods, results, and recommendations based on our review of the CCPs made available by the California Department of Health Care Services. The counties without data, overall or for specific subsections of the report, either did not submit a CCP, or the data for specific subsections were not available. Data are presented in aggregate for all counties (Tables 1–6), allowing for county-by-county comparisons, and in individual tables for each of the counties assessed (Tables 7a-7bg). We focus on the data requested by CCP guidelines, data extraction methods, data quality, results, and recommendations tied to the CCPs.

Methods

Data Requested by CCP Requirements

Specific CCP Requirements were developed by State Officials. The following section presents some of the specific instructions given to counties as they prepared their CCPs. For entry of general population data, CCP Requirements were as follows:

“Provide a description of the county’s general population by race, ethnicity, age, gender, and other relevant small-county cultural populations. The summary may be [presented as] a narrative or as a display of data (other social or cultural groups may be addressed as data is available and collected locally). If appropriate, the county may use MHSA Annual Update Plan data here to respond to this requirement.”

In the 2010 CCP Requirements, counties also were instructed to:

“Summarize the following two categories by race, ethnicity, language, age, gender, and other relevant small-county cultural populations: The county’s Medi-Cal population (county may utilize data provided by DMH); the county’s client utilization data.”

To capture MHSA/CSS population and Charles Holzer data, counties were instructed to:

“Summarize the 200% of poverty (minus Medi-Cal population) and client utilization data by race, ethnicity, language, age, gender, and other relevant small-county cultural populations.”

Counties also were alerted that information for this section of the CCP was available at a web link they could access.

In order to assess recruitment, hiring, and retention of a multicultural workforce whose members are part of, or experienced with, the identified unserved and underserved populations, the county was asked to include the following in the CCPR Modification (2010):

- “A. Extract and attach a copy of the MHSA workforce assessment submitted to DMH for the Workforce Education and Training (WET) component.*
- B. Compare the WET Plan assessment data with the general population, Medi-Cal population, and 200% of poverty data.”*

To assess the 2010–2011 CCPs, we reviewed the data of 57 counties, the type and the quality of the data, the county-level sources from which the data were drawn, and the results highlighted. Specifically, we obtained electronic copies of the 2010 CCPs for each of the California Counties reviewed. We printed out hard copies of each CCP to facilitate review and data extraction. Data for each CCP were entered into a Microsoft (MS) Excel spreadsheet and database. Each row within the MS Excel spreadsheet represented one CCP, from one county or county collaborative (e.g., Sutter-Yuba). Columns included data for each variable of interest for the general, Medi-Cal, and CSS populations, as well as workforce data. Creation of additional columns in our database enabled insertion of US Census and DOF population data, as well as notes that highlighted data quality details.

Data Sources and Analysis

The following section highlights the data sources and analysis of data from the CCPs. We analyzed data for 57 counties that submitted a 2010 CCP. We were not able to access the Sierra County CCP because it was not submitted to DMH by the 2010 deadline. The Berkeley and Pasadena City CCPs also were not available to the Department of Health Care Services). CCPs reviewed ranged in length from 50 to 400 pages, and many CCPs included addendums and appendices that further extended their length. We reviewed Criterion 2, 3, and 6 of the CCPs.

Below, we first deliver an assessment of data types, sources, impediments, quality, and consistency across counties.

Next, we furnish a snapshot of the data that were presented in and extracted from CCPs. Tables that present the data from all counties side-by-side complement the text that describes these data. Tables 1–6 allow comparison of completeness of data across CCPs in all counties, and facilitate comparison of reported demographics across counties.

Finally, we highlight county-specific data, presenting a two-page tabular summary for each CCP. Tables 7a–7bg constitute a snapshot of CCP data from each county, highlighting the general population, Medi-Cal population, MHSA/CSS population, US Census and DOF data, workforce data, and CSS and WET targets. We also present a breakdown of workforce data, comparing workforce full-time equivalents (FTEs), and percentages of FTEs to the proportion of the general, Medi-Cal, CSS, and DOF populations in each of the different race and ethnicity categories. Inclusion of all of these statistics is intended to present a picture of the data made

available for each county through their individual CCPs, and the gaps that exist in data collection, data extraction, and data reporting. Review of county CCP data also begins to highlight where potential disparities in mental health service provision may be present, and what mental health service priorities and targets were selected for current and future activities.

To assess data quality we determined: the completeness of the data (e.g., number of items included, missing data); data types (e.g., counts, percentages, both, mixed data types); and data sources (e.g., American Community Survey [ACS], U.S. Census Bureau, DOF, California DMH).

Data Quality and Completeness

Data quality varied considerably across CCPs. Numerous counties compiled relatively comprehensive data. Such counties submitted data that were formatted and labeled clearly, embedded in appropriate sections of the CCPs, and well-structured with complementary tables and text entries. Data from counties with good reporting approaches relied upon reputable data sources, including the 2010 U.S. Decennial Census, the 2006–2008 American Community Survey (a U.S. Census Bureau Survey with a representative sample of U.S. citizens), and Holzer data sources. Further, many counties submitted data for mental health program targets that were focused and realistic, delineating specific subpopulations that needed additional mental health resources. Finally, counties that succeeded in presenting CCP data in an adequate manner included data of sound quality, presented in tabular formats, and included both counts and percentages for all variables. We emphasize that the data in this report is based on CCPs made available by the California Department of Health Care Services for analysis. The county and two cities without data either did not submit a CCP, or data were not available.

The data that many other counties submitted in their respective CCPs, however, contained gaps (i.e., missing data), which rendered data more difficult to decipher, and complicated and compromised data extraction and analysis. At times, data within these CCPs were difficult to locate because they were not clearly embedded in the sections highlighted in CCP guidelines, or the data were buried in appendices or addendums to the CCP, which were challenging to navigate. Data were also unstructured in several CCPs, without tables, and in a format that was difficult to follow in text. Counties with gaps in CCP data also tended to leave out information on data sources or relied upon older data sources, such as the 2000 U.S. Census—which was significantly dated by 2010—and data other than Holzer data, complicating attempts to obtain strong indicators for local populations in need of mental health services. Data from counties with less structured CCPs also were presented, at times, using less favorable approaches, such as pie charts, rather than data tables, without corresponding numbers or proportions to facilitate extraction of counts and percentages for specific variables.

Data Types

Within CCPs, data were usually provided in one of four types (see Exhibit 2). These data types included: counts, percentages, both counts and percentages, or a mix of data types across different datasets and variables. In ideal situations, CCPs presented both counts and

percentages for all variables. However, when only counts were supplied, percentages could be calculated (and vice-versa) during data extraction and data entry processes. Exhibit 2 highlights the breakdown of data types that were detected during the data extraction and data entry processes.

Exhibit 2. Data Types Within the CCP

Characteristics	General Population	Data Type (n = 57) Medi-Cal	CSS
Only Count	3	16	3
Only Percent	15	6	2
Always Both	23	19	23
Mixed	15	9	14

Data Sources

Data sources varied considerably by county across California. For general population data, sources included the U.S. Census Bureau, the California DOF, the American Community Survey (ACS), DMH, and the California Health Information Survey (CHIS). These data sources also varied by year (e.g., U.S. Census) and time range of focus (e.g., ACS 2006–2008, ACS 2006–2010). Exhibit 3 highlights examples of the variety of data sources reported for general and Medi-Cal demographic data.

Challenges With Data Extraction

Numerous hurdles made data extraction, data entry, data analysis, and interpretation of results tied to CCPs difficult. The reports were often exceedingly long, ranging from 50 to 400 pages, and numerous addendums and appendices often added to this length. Despite requests to format the reports in a similar template, data were often presented in differing formats across counties, such that counts, percentages, and rates often relied on different metrics, leading to inconsistencies in assessments of different variables. For example, some counties divided age-based data into three categories: children (0–17 years), adults (18–64 years), and older adults (65 years and over). Other counties divided age-based data into four categories: children (0–14 years, transitional-age youth (15–24 years), adults (25–64 years), and older adults (65 years and over). Such differences in variable definitions impeded comparison of strata-specific age categories across counties, and across different data sources.

Data sources often varied across CCPs, by year and by the local, state, or federal agency from which the data were acquired. Thus, “apples to apples” comparison of general population data and Medi-Cal data on a county-by-county basis was difficult. Finally, the completeness of the data included in CCPs from across California counties and LHJs varied considerably. Some CCPs, for example, included comprehensive data for the general population but included less comprehensive Medi-Cal data. Other CCPs included strong data for race, ethnicity, and age

variables, but lacked comprehensive data for languages spoken. Finally, some CCPs included strong general and Medi-Cal population data but had limited targeting and workforce data.

Exhibit 3. Data Sources That Counties Reported Using to Respond to CCP Questions

General Population	Medi-Cal Demographics
US Census Bureau: 2000, 2008, 2009, 2010	California State MEDS File: 2010
US Census Bureau: ACS 2006-2008, 2005-2009	DHHD Mental Health Database (InSyst)
US Census Bureau: American FactFinder QuickFacts 2009	Department of Mental Health: Medi-Cal eligible 2008
California Department of Finance	Medi-Cal approved claims data
Department of Mental Health: 2007	APS Healthcare (EQRO): 2008
CHIS: 2007	California External Quality Review Organization
MHSA Community Services	CAEQRO: 2007, 2008, 2009
Chart from ___ County’s MHSA	DCHS Website: Medi-Cal data 2011
Southern California Association of Governments 2009	DBH, R&E 2009
APS Healthcare Medi-Cal Approved Claims: 2009	http://www.dmh.ca.gov/Statistics_and_Data_Analysis/docs/Population by County/
Combined sources	CA County of Mental Health, ITWS File: 2008
Not identified	No sources reported

Note: Please see the list of key abbreviations at the beginning of this report.

CSS Demographic Data Definitions and Sources

CSS data are intended to highlight populations that are most in need of mental health services. CSS data, often referred to as Holzer data within CCPs, represent people living at 200% of the federal poverty level (FPL), who are presumed to have some of the highest mental health service needs. CSS data can be useful in highlighting potential disparities within counties, when compared to the general population data presented in CCPs. Data sources for CSS were very diverse across CCPs in California. Exhibit 4 highlights examples of CSS definitions and data sources from various CCPs.

Exhibit 4. Data Sources for Communities in Need from Various CCPs

CSS Pop Data	Holzer Data	Additional Data	Data in Spreadsheet
"...population at or below 200% FPL..."	Yes: 2004	Fully served, underserved, total served, county pop	200% FPL, unknown source
County poverty population: 1999, 2000	2004/2005	Utilization rates by gender, ethnicity, age, language	County poverty population 2000 Census from Holzer
Prevalence SMI	2007	SED/SMI prevalence	County poverty data, 2009 census
200% of Poverty (minus Medi-Cal)	Yes, 2000 Holzer prevalence under <200% poverty 2004	Medical penetration rates FY 07/08	Prevalence data county poverty population, unknown
"Residents in need"	No, not close to Holzer data	Fully served, underserved or inappropriately served	"CSS pop assessment" county provided data; source?
US Census 2000	No	SCMH MC Consumers	1999 100% poverty, US Census
No data provided	Unknown	No data	None

Note: Please see the list of key abbreviations at the beginning of this report.

Key Findings and Recommendations

The purpose of our evaluation was to analyze the mental health system response to disparities based on assessment of CCP data. In this section, we present the key findings connected to our three research questions.

Key Findings to Research Question 1:

How does the county's reported population compare to the 2010 U.S. Census population? To the California Department of Finance population?

Overall, counties present population data that are comparable to the 2010 Decennial Census and DOF population data. While data sources varied considerably across counties, and data were presented in a variety of ways across CCPs, the overall county-specific counts and proportions for specific variables and demographic groups were similar when comparing general population data and census and DOF data. Tables 1–6 display side-by-side comparisons of data by demographic categories. Tables 7a–7bg present county-specific CCP data, which permits comparison of county-level demographic data across different local-level data sources. The blue ribbon at the end of each table segment summarizes the county-specific reported population in comparison to the U.S. Census and DOF populations.

For the year 2010, the Decennial Census and DOF data were identical. DOF estimates are based upon calculations derived from U.S. census data. During intercensal years (2011–2019),

DOF estimates will vary from decennial census data as they will take into consideration population growth and factors such as immigration and emigration across California counties.

From a research perspective, our team recommends use of DOF data for county-level population estimates. State agencies are generally required to use DOF data for state and county-level population estimates as DOF estimates and projections are derived from US Census data, but take advantage of California demographic trends in calculating local population estimates during intercensal years. According to the DOF website on population estimates and projections, “Three demographic variables describe the reasons for population change. Change occurs because of fertility (births), mortality (deaths), or migration (the movement of people). Immigration, sometimes called international immigration, describes movements between countries while internal or domestic migration describes movements within the same country or state.” DOF estimates take these demographic variables and population shifts into consideration, arriving at more reliable population estimates for California counties. In fact, these “...data are used in determining the annual appropriations limit for all California jurisdictions, to distribute State subventions to cities and counties, to comply with various State codes, and for research and planning purposes by federal, state and local agencies, the academic community and the private sector.” (Source: <http://www.dof.ca.gov/research/demographic/reports/view.php>; accessed 4/28/14)

Recommendations in response to research question 1

The key to more accurate and current population data from counties lies in using a consistent data collection and analysis plan and procedure for counties to track and monitor their CCP data. Based on our findings, we recommend the following actions be discussed, prioritized, and implemented by the following state agencies, including the Health and Human Services Agency, the California Department of Health care Services (DHCS), the Department of Public Health (DPH) including the Office of Health Equity, the Office of Statewide Health Planning and Development (OSHPD), and the Mental Health Services Act Oversight and Accountability Commission (MHSOAC); and county departments of mental health to effectively reduce disparities in unserved, underserved, and inappropriately served communities and improve mental health outcomes in MHSA-related and non-related programs:

- 1.1 Establish a consistent data compilation plan that counties can adopt and implement in a way that allows them to obtain and retrieve data with ease, and monitor progress over time. The plan should include templates for tables, figures, and text that counties can use to consistently insert their most recent data within a prescribed page limit. A consistent data collection procedure: (1) increases data accuracy, (2) enables adequate modifications to CCPs, and (3) focuses on persons from underrepresented groups (e.g., by race, age, sexual orientation and gender identity, and geographic regions) in receiving culturally responsive services.
- 1.2 Encourage counties to focus on reliable and consistent data sources. As noted above, we recommend use of demographic and population data from the California DOF. Consistent use of DOF population data will increase: (1) the reliability and validity of data and evaluation strategies relevant to populations being served, and (2) the effectiveness of

county program design and implementation that bridges gaps in service to underrepresented groups in high priority areas, accounting for each county's unique blend of cultural demographics.

- 1.3 Formulate a routine procedure for counties to collect and monitor local county data, using websites and document downloads that are consistent across counties throughout California. This will facilitate consistent collection, management, and analysis of county-level data, for multiple years, allowing for high-quality comparisons to previous years and other counties.
- 1.4 Conduct on-site reviews of county-specific data collection, management, and analysis that can guide programs supported by MHSA funds. Ensure that measures are quantifiable, precise, and consistent over time. This action step can be accomplished by using a reliable data collection tool with specific measures.

Key Findings to Research Question 2:

What groups did each county target for reducing disparities?

How well do these findings align with disparities in mental health service access over time, as identified in deliverable 1a of this report?

CSS County Targets to Reduce Disparities

Tables 7a–7bg present CSS and workforce education and training (WET) targets for each county (please see page 2 of each county-specific data table for targeting results). In this section, we focus on CSS targets (see below for WET targets). Overall, counties often targeted a large number of population groups and subpopulations. Of the 51 counties that presented mental health service targets, 22 reported less than five targets, 19 reported between six and nine, and 9 reported more than 10 targets (see Exhibit 5).

Also, 18 counties reported targets that focused on a large portion of the general population (e.g., “children,” “adults,” “Latinos”), rather than pinpointing specific high-risk groups. This brings into question whether targeting was effective in numerous counties, since ‘targeted’ resources would be required to respond to mental health service needs in a broad portion of a county population, if not the entire county population.

Frequently reported CSS targets were:

1. Race and ethnic groups, including:

- Latinos
- Asians and Pacific Islanders
- Native Americans
- African Americans

2. Age groups, including:

- Children (0–5, 0–17)
- Transitional-age Youth (18–25 years)

3. Risk groups, including:

- Children with serious emotional disturbances
- Individuals exposed to trauma
- LGBTQ people vulnerable to discrimination

Exhibit 5. Number of CSS Targets Reported by Counties

Counties with 1-5 CSS Targets			Counties with 6-9 CSS Targets			Counties with 10 or More CSS Targets		
County	CSS N	WET N	County	CSS N	WET N	County	CSS N	WET N
1. El Dorado	5	4	1. Sutter-Yuba	9	8	1. San Diego	12	18
2. Stanislaus ^a	5	5	2. Fresno ^a	9	9	2. Orange ^c	13	NN
3. Kern ^b	5	ND	3. Alameda	9	7	3. Placer ^d	13	ND
4. Sacramento	4	6	4. San Joaquin	9	6	4. San Benito	13	2
5. Contra Costa	4	5	5. San Mateo	9	3	5. Monterey ^c	12	NN
6. Amador ^c	4	NN	6. Shasta	9	3	6. Santa Clara	11	10
7. Del Norte ^b	4	ND	7. Siskiyou ^c	8	NN	7. San Francisco	11	3
8. Imperial	4	1	8. Los Angeles	7	4	8. San Luis Obispo	10	8
9. Marin ^b	4	ND	9. Sonoma ^c	7	NN	9. Yolo	10	4
10. Santa Barbara	4	2	10. Nevada	6	9	10. Napa ^c	10	NN
11. Colusa ^b	4	ND	11. Riverside ^a	6	6			
12. Plumas ^b	4	ND	12. Modoc	6	3			
13. Humboldt	3	4	13. Tuolumne	6	3			
14. Butte	3	4	14. Madera	6	2			
15. Lassen ^c	3	NN	15. Inyo	6	1			
16. Mendocino ^c	3	NN	16. Alpine ^b	6	ND			
17. Tehama ^c	3	NN	17. Calaveras ^b	6	ND			
18. Tulare ^c	3	NN	18. Lake ^c	6	NN			
19. Solano ^b	2	ND	19. Santa Cruz ^c	6	NN			
20. Mono ^c	1	NN						
21. San Bernardino	1	5						
22. Trinity ^a	1	1						

Note. ^a Counties with matching CSS and WET Targets, n = 4. ^b Counties with no differentiation (ND) between CSS and WET targets and other programs, n = 8. ^c Counties showing CSS targets but WET targets not noted (NN), n = 13. Note. Counties not in table is because data were not available

A goal of the MHSA is to decrease disparities in access to mental health services across California counties. Analysis of CCP data is intended to yield insight into potential deficiencies in mental health agencies that are responsible for performing culturally competent services for unserved, underserved, and inappropriately served groups. Accordingly, the targeted groups mentioned above are consistent with the MHSA's CSS components developed to improve access and quality of care, and to increase beneficial outcomes for these underrepresented

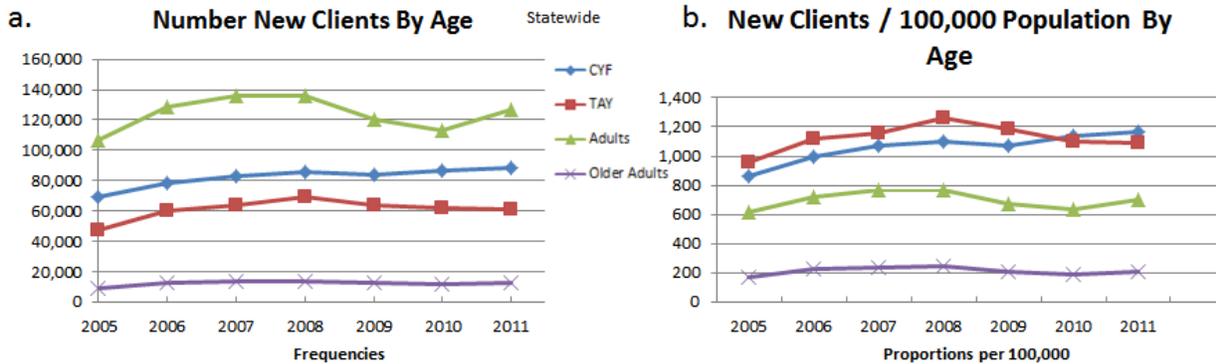
populations. Still, some of the targeted populations that highlighted specific demographic groups remained quite broad which could limit opportunities for focused interventions with the highest-risk populations.

Counties that appeared to have sound methods for targeting priority groups were able to report three to five targets as shown in Exhibit 5 (e.g., Colusa, Contra Costa, El Dorado, Kern, Mendocino, San Bernardino, Solano). Our analysis suggests that these counties, after examining their general population data and populations in need of services, only focused on groups with specific characteristics that placed individuals within high priority groups that are not based on demographic data alone. That is, these targets consisted of specific high-risk groups (e.g., “trauma-exposed individuals,” “children and youth in stressed families,” “adults with serious mental illness who are imminently at risk of institutionalization or homelessness”). These counties also appeared to be more effective in matching their CSS target populations to programmatic developments (see discussion of WET targets below). One potential explanation for this finding is that effective, culturally competent programs are those that have responded to feedback from high-risk target groups. Community stakeholder feedback, when recognized and used to shape county-level plans to align funding resources with specific community needs, is essential to reduce disparities.

Alignment of CSS targets with trends in access disparities identified in Deliverable 1a

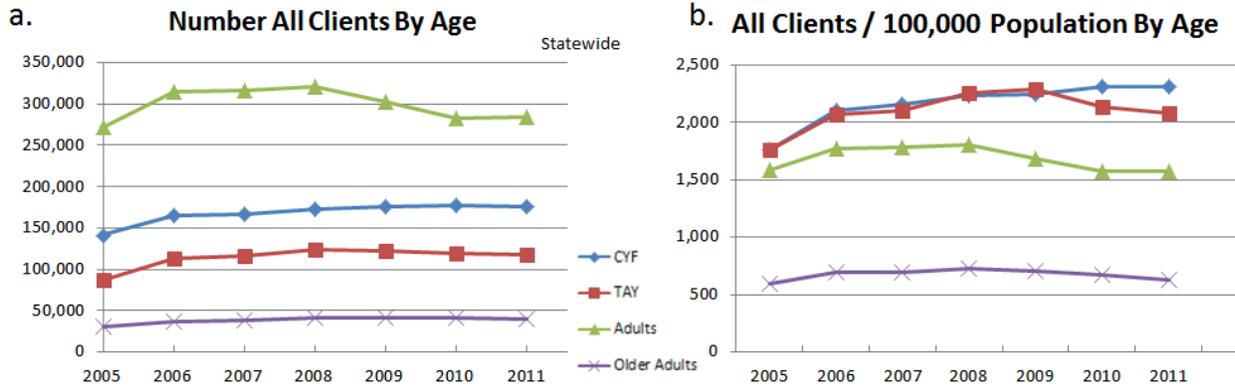
In reviewing the alignment of CSS targets with disparities highlighted in the statewide Client Services Information (CSI) data from Deliverable 1a, there was a general trend toward increasing access to mental health services in California among *new* and *all clients* following the implementation of the MHSA until 2008. This may reflect improvements in the outreach to clients and system wide changes to improve access to all clients following the MHSA. However, many population subgroups saw declining access for 2009 and 2010 with an upturn in 2011. We also noted that the trends in the CSI data varied by subgroup, region and county. The greatest disparities in access to mental health services were seen in older adults (age 60 and beyond). In the statewide data for both *new clients* and *all clients*, we noted increasing numbers and rates of access to mental health services among children, youth, and families (CYF) and transitional age youth (TAY) during the initial years following the implementation of MHSA. These trends indicate that counties were, in fact, showing signs of success in reaching higher numbers and proportions of children and youth, groups that many counties highlighted as “in need” in their CSS targets (Exhibits 5a, 5b).

Exhibit 5a. California mental health access trends by age group for *new clients* obtaining services



Graph (a) shows the number of new clients by age group and year of service while graph (b) shows the number of new clients as a proportion of the state’s population for age subgroups. According to graph (a), the number of children, ages 0 to 15, that comprise the Children, Youth and Families (CYF) group, experienced a slow but steady increase in numbers accessing mental health services over the study period with the exception of a small drop in 2009. Transitional age youth (TAY), defined as the population age 16 to 25, also experienced increased numbers accessing services from the inception of the MHSA to 2008, but then there was a slow but continuing decrease in numbers through 2011. The adult population, ages 26-59, comprise the dominant users (by overall numbers of new clients) of mental health services statewide and experienced increased access through 2008, but also saw a decline during 2009 and 2010. Then, a sharp increase in the numbers accessing services was seen in 2011. Older adults, those ages 60 plus, have the fewest numbers of new clients accessing mental health services in California and no discernable trend over the study period is seen. When reviewing the proportions accessing services by age group in graph (b), the CYF group showed increasing access over the study period with a steep rise from 2009 to 2011. In fact, for 2011, the CYF group had the highest proportional levels of access among all age groups to the mental health system. The TAY group had increased access from 2005 to 2008, but then declined through 2011. According to graph (b), although adults and older adults had an increase in access to mental health services from 2005 to 2008, both groups experienced a relative disparity in access to service compared to CYF and TAY groups.

Exhibit 5b. California mental health access trends by age group for *all clients* obtaining services.



Graph (a) shows the number of all clients by age group and year of service while graph (b) shows the number of all clients as a proportion of the state’s population for age subgroups. Data were incomplete for 2012. According to graph (a), the number of children, ages 0 to 15, that comprise the CYF age group, experienced a slow but steady increase in numbers accessing mental health services over the study period with the exception of a very small drop in 2011. TAY also experienced increased numbers accessing services from the inception of the MHSA to 2008, but then there was a slow but continuing decrease in numbers through 2010. The adult population comprises the dominant users (by overall numbers of clients) of mental health services statewide and experienced increased access through 2008, but also saw a decline during 2009 and 2010. Older adults, those ages 60 plus, have the fewest numbers of clients accessing mental health services in California and no apparent trend over the study period is seen. When reviewing the proportions accessing services by age group in graph (b), the CYF group showed increasing access over the study period. For 2011, the CYF group had the highest proportional levels of access, among all age groups, to the mental health system. The TAY group had increased access from 2005 to 2009, but then declined through 2011. In graph (b), as in the data for new clients, although adults and older adults had an increase in access to mental health services from 2005 to 2008, both groups experienced a relative disparity in access to service compared to CYF and TAY groups.

To portray the level of variability in CSS targeting on a county-by-county level, we present a selection of counties to highlight alignment across several targeting approaches in several geographic regions of California, allowing for comparison of CSI disparities to CSS targets within these counties. We highlight two counties that included less than five CSS targets in their CCP, two counties that included six to nine targets, and two counties that included greater than ten targets. For each county noted below, we did not include race and ethnicity due to data quality issues. Therefore, our analyses focus on gender and age targets combined with access trends from CSI data.

Featured Counties with Less than Five CSS Targets

Contra Costa County focused on four high-risk CSS populations with a specific emphasis on age groups within each target population. Overall, our CSI findings indicate that only the

transition-age youth (TAY) group made moderate increases in access to mental health services. However, between 2010 and 2012, access to care for this age group declined. The general trend for other age groups and both genders indicated a mild increase in access between 2005 and 2011. As noted in the analysis of Contra Costa's CCP, focusing on specific age groups of a given population can be beneficial in strengthening the connection between that target group (e.g., children, youth, or older adults) and their increase in access to care.

El Dorado County aimed to address the disparities of five CSS targets. All five groups were had age as the common variable. This county's CSI data showed a positive trend in access to care for adults, and both males and females from 2005 to 2008. However a decrease in access was evident after 2008. While older adults had year-to-year variations in access, the overall trend was low access with no net increase or decrease over the study period. The greatest levels of mental health care was seen for children, youth, and family (CYF) and TAY groups with strong increases in access from 2005 to 2007. In examining the CSS targets for El Dorado County, we note that the first three target populations were very focused on specific subpopulations that would appear to be at high risk (e.g., youth at high risk, court-involved youth, adults with serious mental illness). The fourth and fifth targets are more general in nature (e.g., TAY adults and older adults). Overall, the TAY group appears to be the group with the highest disparities based on the CSI data. It is worth noting that there is convincing evidence that focusing on specific groups can lead to stronger outcomes.

Featured Counties with Six to Nine CSS Targets

Fresno County focused on nine CSS targets. In general, these nine groups in Fresno County experienced increased access to mental health services in the first year (2005-2006) after implementation of the MHSA (e.g., CYF, males, females, adults and older adults). However, these groups experienced a significant decrease in access for the balance of the study period. Moreover, CSS targets for Fresno County are relatively broadly focused on groups of all ages, which can be challenging to address in the short term. Veterans and members of the LGBTQ community are also listed as CSS targets which are even more focused. The decrease in access provides convincing evidence that disparities based on CSI data will persist for high specific CSS targets when they are no longer a priority. That is, the county focuses on too many targets at once.

Santa Cruz County focused on six CSS targets. The common thread of these groups was high risk of a mental disorder. According to our CSI data, mental health access increased for all sex and age groups between 2005 and 2006 and for most groups increased again in 2007 (except TAY and older adults groups). From 2007 to 2010, decreases in access were seen for TAY, adult, male and female groups. All groups recovered in 2011 to levels above baseline, except for the TAY group, which although access increased in 2011, it did not return to baseline (2005) levels. The older adult group had the lowest overall access, but had the most consistent improvement in access over the study period. In reviewing the CSS targets for Santa Cruz, we note that the target populations listed are somewhat focused (e.g., trauma-exposed and at-risk), others are quite broad. While few of the highest-ranking CSS targets line up directly with disparities noted in the CSI disparities list, the underserved CSS targets, in general, align with the highest disparity (e.g., older adults) in access to mental health services.

Featured Counties with Ten or More CSS Targets

Orange County concentrated on 13 CSS targets. Based on our CSI data, the groups that experienced increased access to mental health care between 2005 and 2010 including were females, males, adults, CYF, and TAY). All of these groups, however, had decreasing access after 2010. The TAY group had, by far, the highest levels of access overall while older adults had the lowest levels of access with no net change in access over the study period. While they are numerous, some of the CSS targets for Orange County are quite specific, and appear to be focused on subpopulations that are at high-risk, and that rank high on the list of groups with disparities in access to mental health services in the CSI data. Again, in general, focusing on too many CSS targets can be more challenging when addressing the disparities of the high-risk and high-priority groups.

San Diego County focused on 18 CSS targets and the largest of all the counties in this report. According to our CSI data, the overall trend in access to mental health services for this county's targets was positive between 2005 and 2011 with the exception of a mild dip of the trend between 2008 and 2010. The highest levels of access were seen for the children, youth, and families and the lowest levels occurred in the older adult group. Many of the 18 CSS targets for San Diego County are quite specific and primarily focused on age and gender. Veterans, LGBTQ, and immigrants are the other groups that are a bit broad. However, a number of the targets appear to be focused on subpopulations that align with subgroups experiencing the highest level of disparities in access to mental health services as noted in the CSI data (e.g., adults and older adults). Consistent with Orange County, the greater the number of targets, the more challenging it becomes to address disparities. However, it is important to note that San Diego County identified 12 WET targets that appear to be aligned with the CSS targets.

Recommendations in response to research question 2:

It is recommended that counties be provided with specific and streamlined guidelines to assess local mental health population needs and to select specific and focused CSS targets. Better targeting will lead to further improvement in the provision of mental health services, decreasing disparities in access to services among those who are disproportionately in need. The following recommendations are intended to help strengthen targeting on the county level:

- 2.1 Develop a targeting template for CCP requirements that assists counties in identifying three to five CSS targets that are specific (e.g., age group, racial and ethnic group, language, gender, high-risk community), relevant, accurate, and precise for each county and city. Provide counties with examples of effective targeting as “best practice examples” in an effort to improve focus on the high-risk populations that are in greatest need of services, and as substantiated by county level data. Data gathered and entered into this template can also be used as part of the counties' annual update, strengthening outreach and recruitment activities, while fostering service provision to key target populations.
- 2.2 Offer technical assistance to help each county explore gaps in gathering, managing, and analyzing CSS targeting data. Counties receiving MHSA funding to serve disadvantaged groups and overcome disparities should be required to produce specific targets that demonstrate a focused introspective assessment of needs within target groups that are

most disproportionately served, with a goal of increasing services to these populations. Technical assistance can help counties achieve this goal.

- 2.3 Ensure that counties specifically target five or less target populations as an approach to adequately identify not only disparities in services, but also strategies to address and eventually reduce disparities. Specifically, when it comes to workforce education and training, it is important that culturally congruent staff are hired to work with the counties' CSS populations. Moreover, it is very likely that the 20 counties in Exhibit 5 that highlighted five or fewer CSS targets were more successful in matching their WET targets with their CSS target needs because they were more focused on priority populations. Counties that focus on groups with specific characteristics such as, high-risk groups (e.g., "trauma-exposed individuals," "children and youth in stressed families," "adults with serious mental illness who are imminently at risk of institutionalization or homelessness"), appeared to be more effective in matching their CSS target populations to programmatic developments.

Funders of existing mental health services and/or outreach and education (including DHCS, DPH, OSHPD, and county departments of mental health) should coordinate and partner to engage on the development of specific plans to implement the above recommendations.

Key Findings to Research Question 3:

*How does the county's workforce compare to the general population?
To the Medi-Cal population? To the CSS population?*

Tables 7a–7bg also present WET targets for each county (please see page 2 of each county-specific data table for targeting results). Overall, counties often targeted a large number of population groups and subpopulations for WET targets. Most counties that presented mental health service targets included more than five targets, and many included more than 10 targets.

Counties were asked to differentiate between CSS and WET targets to ensure a more accurate assessment and to discern gaps. Completeness of data for these two target categories varied across counties. A total of eight counties did not differentiate between these two types of targets. Among the 25 counties that identified workforce targets, the targets frequently focused on the need to improve the diversity of mental health service staff. Many CCPs highlighted the need for hiring and training bilingual and bicultural mental health staff. References to hiring and working with Latino staff, Asian and Pacific Islander staff, and Spanish-speaking staff members appeared often. Several counties (e.g., Alameda, El Dorado, Stanislaus, Sutter-Yuba) also included WET targets that indicated a need for hiring and training mental health professionals with "lived experience," meaning professionals who have experienced the effects of mental health conditions in their own lives, or in the lives of those around them. Frequently reported WET targets were:

1. Latino staff
2. Bilingual Spanish-speaking staff
3. Additional bilingual and bicultural staff

These findings point to the importance of language proficiency, cultural competency, and diversity in a workforce. These findings are also in accordance with the literature on cultural competence (Cabral & Smith, 2011) in that consumers will be more responsive to providers whom the consumer perceives to be knowledgeable about his or her cultural background and lived experiences.

Completeness of workforce data was limited in several counties. When workforce data were included in CCPs, on numerous occasions data for several variables were missing. Among counties that did include workforce data, many workforce profiles appeared to reflect the larger general population of the county, and the population in need of services (as represented by CSI data). Connections between workforce data, the general population, and target populations deemed to have disparate needs typically were easier to see in well-organized CCPs. Exhibit 6 illustrates the number of workforce needs assessments included in CCP reports. Fifteen completed needs assessments were included in the narrative of county-level CCP reports and 22 were attached as tables at the end of county-level CCP reports. A total of 11 workforce needs assessments were not provided and 10 were incomplete or were not reviewed by our evaluation team.

Although the findings in Exhibit 6 are limited by the incompleteness of the data, these findings provide insight into the opportunity for workforce self-assessment within future CCP reports and their applied utility within counties. The Department of Health Care Services (DHCS) could assist by working closely with counties to ensure that the data on workforce needs are relevant, and that the evidence generated could show a strong connection between having a diverse workforce and reducing disparities. An effective practice is for DHCS to reinforce a compliance mechanism that would consist of site visits to accurately assess each county's workforce composition in relationship to the county's population demographics.

Exhibit 6. Workforce Needs Assessment Availability

Needs Assessment Provided	N	Included in Body of Report	Included in Tables of Report	Sample Comments
Yes	37	15	22	<ul style="list-style-type: none"> • CCP does not contain formal Workforce Needs Assessment but does present workforce data by ethnicity, language and comparison to MC, 200% FPL, and general population. • CCP contains table with data comparing workforce population to total population, MC population, 200% FPL population by ethnicity.
No	11	0	0	<ul style="list-style-type: none"> • CCP does not address prompts/requirements. • CCP contains percentages of workforce by ethnicity but doesn't provide a very good side-by-side comparison of this data to other populations required.
Incomplete	10	0	0	No comments to report.
Total	58	15	22	

Note: Counties were required to provide a workforce needs assessment.

Focusing on counties that included workforce data in their CCPs, we found that, by and large, the composition of the mental health workforce was comparable to the general population data presented by counties in their CCPs. Workforce data focused on the breakdown of county mental health workforce by licensure status, agency status (e.g., internal, external), and race. Thus, to compare workforce data to the general, Medi-Cal, and CSS populations, we are limited to a focus on race. The proportions of mental health staff from each racial group in California counties, as garnered from the CCP workforce data, tended to be similar to the racial composition of the general population (see the second page of county-specific tables in the appendices) in most counties.

When comparing county workforce data to the county-level Medi-Cal and CSS population data, however, more differences were noted. The racial composition of the mental health workforce in many counties demonstrated lower percentages of Latino staff than was needed according to the breakdown of Medical and CSS data, which portrayed higher percentages of clients within the Latino community. In some counties, there was also a disproportionately low percentage of mental health staff that were from the Asian/Pacific Islander or Native American community than was needed according to Medi-Cal and CSS data. The WET targets that were most often listed by counties reflected a need and desire to address these disparities. Many counties listed the training and hiring of Latino and Asian Pacific Islander staff as a highly ranked WET target, in order to better meet the needs of the local mental health community. That is, a number of counties also ranked the need for bilingual and bicultural staff to work with Latino and Asian clients, as well as clients from a number of other cultures and language groups.

Recommendations in response to research question 3:

Recognizing the need of culturally and linguistically competent staff that demonstrates a commitment to improve the delivery of services to unserved, underserved, and inappropriately served communities is critically important in rectifying disparities. To achieve that goal, the CCPs must reflect up-to-date workforce needs. We recommend the following actions to be addressed primarily by OSHPD in close collaboration with the county departments of mental health and other state agencies such as DHCS, DPH, and MHSOAC:

- 3.1 Develop a streamlined, easy to complete, workforce targeting template to examine and monitor staff diversity and the individual needs of each county. Provide all counties with these templates, and provide best practice workforce targeting examples to improve staff diversity, bilingual capabilities, and cultural competence. Monitoring data gathered from this workforce targeting template can inform county-level annual updates in an effort to strengthen their workforce training and recruitment programs.
- 3.2 Offer technical assistance to help each county explore gaps in gathering, managing, and analyzing workforce data. Existing templates that highlight the workforce composition on the county level can be streamlined and improved for clarity. Counties receiving MHSA funding to serve disadvantaged groups and overcome local disparities should be required to produce outcomes that demonstrate increases in workforce cultural competence, and evidence that disparities are decreasing. Technical assistance can help counties achieve this goal.

- 3.3 Expand the opportunities for hiring and inclusion of providers with lived experience for appropriate services, such as peer support groups. This recommendation's core rests on the idea that lived experiences will strengthen relationships between providers and consumers within targeted communities. It may be worthwhile to share best practices from counties that specifically targeted people with lived experiences (e.g. Alameda, El Dorado, Stanislaus, and Sutter-Yuba).
- 3.3a Increase opportunities: (a) for career pathways for paraprofessionals, those with lived experiences, *promotoras* and community navigators to enhance the diversify the mental health workforce; (b) for interpreter training curricula for mental health professionals; and (c) for staff cultural competence training programs that will provide the most current cross-cultural knowledge and skills.
- 3.3b Emphasize language proficiency, cultural competency, and representative diversity to resolve disparities is a strategic means of increasing integration of consumers and families into the workforce. In analyses for the current report, most counties included workforce targets that focused on cultural and linguistic competence. Use of an updated and expanded version of the California Brief Multicultural Scale may be worth considering. Counties currently use this scale to assess and train county mental health staff in cultural competence, but stakeholders have expressed concerns that it should be updated to meet current day needs.
- 3.4 Strengthen counties' data collection methods to ensure adequate collection of data from all MHSA programs. One way to achieve this is to involve target groups in the stakeholder community process to identify target population priorities that mirror county needs. Doing so is in line with the recommendations from 2013 MHSA audit by a California independent auditor.
- 3.4a Ensure that all counties and MHSA-funded cities put emphasis on WET targets that are specific (e.g., age group, racial and ethnic group, language, high-risk community), relevant, accurate, and precise for each county and city. This will help shape the next steps in improving evaluation approaches and mental health outcomes, thereby contributing to reductions in disparities.
- 3.4b Improve the quality of care for the targeted groups by ensuring that mental health staff members are able to communicate with consumers in a way that acknowledges the consumer's needs and perspectives tied to mental health. In conjunction with this, counties should ascertain whether staff members implement mental health programs with fidelity to ensure best practice in service delivery. This speaks to our findings about counties being focused and directly connecting their WET target populations with their CSS populations.

Conclusion, Practical Implications, Limitations, and Future Research

As the MHSA reaches its 10th anniversary, mental health leaders have recognized that the act has played and continues to fulfill an important role in transforming the mental health system by ensuring that counties are conducting culturally relevant mental health services and reducing disparities. The CCPs were designed to assess gaps in mental health service access and provision, and workforce diversity. They were also designed to assist counties in developing solutions to conquer current and future disparities in the mental health workforce and the delivery of services. A central goal of the CCPs, combined with the commitment of the counties, was to rectify the critical workforce shortages in the mental health industry by identifying gaps and solutions in the delivery of services. The desired solutions would translate into a transformation of the California mental health system that adequately responds to and addresses mental health disparities across the state. Overall, the findings from our analysis suggest that counties, especially those with strong data collection and monitoring capabilities, and those that focus on three to five specific target populations are in a position to: (1) meet the predominant requirement to increase language proficiency and cultural competency, and (2) provide representative diversity in the workforce in order to begin to transform mental health systems practices to reduce disparities.

Practical Implications

This report elucidates new points of reference that reveal the commitment of mental health service providers during the past several years to address disparities in access to mental health services and diversify their workforce. Evidence shows that MHSOAC, along with numerous counties, demonstrated a commitment to reduce disparities in access to mental health services. Our findings have several practical implications for MHSOAC as well as for counties. First, there are implications for DHCS to continue analyzing counties' response to reducing mental health disparities using data from the CCPs. The use of the Department of Finance (DOF) data for county-level population estimates was found to be the most effective method in examining counties' demographic variables and population changes. Additional requirements include, for instance, strengthening the communication with counties about completing and using CCP data to assess improvements in mental health access, disparities, and delivery and utilization of culturally and linguistically competent services. Moreover, our report suggests that counties that set clear objectives and realistic targets with fewer than five targets tend to be more effective in matching mental health services with target populations. Achieving this consists of three steps. First, streamlining the CCP requirements and submission processes reducing the number of forms, and keeping documentation manageable, will ensure a higher CCP completion rate and adequate time to review and assess how counties are responding to disparities. Next, adequate technical assistance for counties that require support and guidance in setting realistic targets, data identification, data management, data analysis, and data reporting. Finally, increase efficiency and promptness of reporting by creating an online CCP submission system. That not only would increase submission consistency, but also would expedite data entry, data management and data analysis. Such improvements are of critical importance to the utility and

scoring of the CCP to analyze and assess how counties are responding to reducing mental health disparities on an ongoing basis.

Second, DHCS and MHSOAC may also use our findings to invest in continued evaluation activities to monitor future CCPs. Continued CCP evaluation can help monitor the adequate collection and assessment of CCP data. More importantly, monitor the availability of adequate resources to achieve MHSOAC's goal to transform California's mental health system into one that is adequately responding to and addressing mental health disparities of underrepresented communities as highlighted in the CCPs. That is, DHCS in close coordination with the MHSOAC, should continue analyzing all CCP data in order to monitor progress and help counties identify common trends in response to disparities.

Third, our findings have implications for assessing the effectiveness of county-level workforce education, training and hiring practices related to language and cultural proficiency and workforce diversity to address mental health disparities. For instance, because several counties reported professionals with "lived experiences" as a priority, evaluations could focus on counties training and hiring of professionals who have experienced the effects of mental health conditions to reduce mental health disparities. Traditionally, consumers tend to be more responsive to providers whom they perceive to be knowledgeable about his or her cultural background and lived experiences. This is considered an important indicator of effectiveness in counties appropriately matching mental health services with target populations. Therefore, counties should continue offering incentives in the form of tuition stipends for graduate students in professional mental health programs, and loan repayment programs for individuals with graduate degrees—particularly for those working in rural areas or regions experiencing workforce shortages. Additional incentives should support the licensure of ethnically and racially diverse mental health providers (e.g., social workers and marriage and family therapists) to increase the number of licensed providers throughout the state. The key is to develop and sustain a culturally and linguistically competent mental health workforce consistent with the culture, language, and other important characteristics (e.g., gender identity and sexual orientation) of the targeted population. One strategy to diversify and sustain the mental health workforce and address the bilingual and bicultural shortages is for counties to explore the establishment of career pathways for immigrants who come from other countries with strong qualifications as mental health providers.

Finally, strengthen the critical role that the Office of Statewide Health Planning & Development (OSHPD) and MHSOAC can serve in helping counties improve their recruitment and retention of bilingual and bicultural staff by facilitating provision of technical assistance and guidance, and sharing effective practices from other counties that have demonstrated success. Working with the CDPH's Office of Health Equity (OHE) and to combine resources, could be a strategy to strengthen the recruitment and retention of bilingual and bicultural staff.

Limitations and Suggestions for Future Research

This report was designed to analyze how the mental health system and counties respond to reducing mental health disparities. One limitation of this report is that CCPs were not submitted or were not available for one California county and two cities. Data in other counties, for which we were able to review CCPs, were not always complete. The missing data make it difficult to render absolute conclusions from findings with relationship to increasing workforce diversity and reducing disparities. Again, more resources and technical support are needed to support counties in compiling and presenting county-specific data in future CCPs.

Nevertheless, we believe that our findings are noteworthy and provide good challenges for future research. For future research or analysis, MHSA researchers, at the local and state level, should continue to examine and determine how data from the CCP can be used and improved to assess counties' continued commitment to respond to reducing mental health disparities. It became clear from our analysis that: (1) Using the DOF as a data source is the most effective approach for counties to obtain more consistent and concrete population estimates; (2) Counties with fewer program targets focused on specific subpopulations in particular need of mental health services seem to operate with more realistic benchmarks and yield better outcomes; and (3) improving the collection, management, and analysis of data tied to CCPs will allow for a more thorough and comprehensive understanding of the county-level response to mental health disparities across California. This is especially true for counties that serve and are targeting unserved, underserved, and inappropriately served populations in order to reduce mental health disparities.

A statewide commitment to stronger and improved CCPs, and implementation of changes based on findings from this report, can continue to lead to a better understanding of and the reduction in mental healthcare disparities across California. Another future research recommendation is to put in place a mechanism that monitors the ongoing progress with documented corrective feedback for each county so that positive and negative trends in relationship to cultural competence are accurately measured and acted upon. Finally, future research and evaluation findings from the CCPs should be aligned with the Affordable Care Act (ACA) by: (1) exploring the integration of mental health services and primary care, and building workforce diversity in underrepresented communities; (2) ensuring that evaluation and data collection focuses on reducing mental health disparities for the most vulnerable communities; and (3) re-directing resources to target underrepresented groups and families, especially those traditionally low-income individuals and families, including immigrants, who have limited English proficiency and who do not have access to adequate resources.

Table 1. Population Data By County/Race/Ethnicity Using CCPs

County	General Pop.	African Am.	AA%	API	API%	Latino	Latino%	Native Am.	NA%	White	White%	Other	Other%
Alameda	1,457,169	189,432	13.0%	349,721	24.0%	306,005	21.0%			539,153	37.0%	72,858	5.0%
Alpine	1,145							218	19.0%	847	74.0%	80	7.0%
Amador			4.0%		1.0%		9.0%		2.0%		82.0%		3.0%
City of Berkeley													
Butte	204,752	2,457	1.2%	7,166	3.5%	29,689	14.5%	3,481	1.7%	156,021	76.2%	5,938	2.9%
Calaveras	46,731	608	1.3%	794	1.7%	4,860	10.4%	794	1.7%	38,693	82.8%	1,308	2.8%
Colusa	21,419												
Contra Costa	1,042,478	96,803	9.3%	144,076	13.8%	252,553	24.2%	4,478	0.4%	506,949	48.6%	37,619	3.6%
Del Norte	28,610	1,001	3.5%	1,001	3.5%	5,093	17.8%	2,232	7.8%	21,086	73.7%	1,287	4.5%
El Dorado	156,299	813	0.5%	3,537	2.3%	14,566	9.3%	1,566	1.0%	140,209	89.7%	6,806	4.4%
Fresno	930,450	81,880	8.8%	87,462	9.4%	468,016	50.3%	5,583	0.6%	304,257	32.7%	18,609	2.0%
Glenn	28,111	166	0.6%	857	3.0%	9,741	34.7%	495	1.8%	16,411	58.4%	441	1.6%
Humboldt	134,785	1,031	0.8%	2,321	1.7%	10,366	7.8%	9,146	6.9%	104,659	78.8%	5,271	4.0%
Imperial	166,874	2,169	1.3%	834	0.5%	131,664	78.9%	501	0.3%	30,204	18.1%	1,502	0.9%
Inyo	17,449	30	0.2%	261	1.5%	2,986	17.1%	1,751	10.0%	12,072	69.2%	349	2.0%
Kern	786,000	47,160	6.0%			361,560	46.0%			495,180	63.0%		
Kings	141,225	11,722	8.3%	4,378	3.1%	64,964	46.0%	1,836	1.3%	56,066	39.7%	2,260	1.6%
Lake	64,386	1,689	2.6%	677	1.1%	9,000	14.0%	2,335	3.6%	49,132	76.3%		0.0%
Lassen	34,895	2,826	8.1%	523	1.5%	6,107	17.5%	1,221	3.5%	23,275	66.7%	1,221	3.5%
Los Angeles	10,416,096	944,152	9.1%	1,391,495	13.4%	4,917,644	47.2%	27,612	0.3%	3,135,193	30.1%		
Madera	150,865	5,582	3.7%	3,017	2.0%	81,015	53.7%	4,073	2.7%	57,329	38.0%	6,336	4.2%
Marin	248,794	7,713	3.1%	14,312	5.8%	35,016	14.1%	1,455	0.6%	218,870	88.0%	6,444	2.6%
Mariposa	18,251	206	1.1%	170	0.9%	1,866	10.2%	602	3.3%	16,169	88.6%		
Mendocino	90,816	545	0.6%	2,180	2.4%	14,985	16.5%	4,023	4.4%	73,379	80.8%	11,534	12.7%
Merced	273,935	6,920	2.5%	16,299	6.0%	153,698	56.1%	1,232	45.0%	91,799	33.5%	3,987	1.5%
Modoc	9,197	75	0.8%	68	0.7%	1,201	13.1%	359	3.9%	7,286	79.2%	208	2.3%
Mono	14,833	69	0.5%	185	1.2%	4,348	29.3%	303	2.0%	9,682	65.3%	246	1.7%
Monterey	430,418	12,913	3.0%	30,129	7.0%	241,034	56.0%			137,734	32.0%	8,608	2.0%
Napa	136,484	2,440	1.8%	8,986	6.6%	44,010	32.2%	544	0.4%	76,967	56.4%	3,537	2.6%
Nevada	97,027	508	0.5%	1,253	1.3%	7,310	7.5%	767	0.8%	85,286	87.9%	1,903	2.0%
Orange	3,048,000	45,000	1.5%	493,000	16.2%	705,000	23.1%	19,000	0.6%	1,495,000	49.0%	291,000	9.5%
Placer	341,945	5,813	1.7%	18,807	5.5%	40,008	11.7%	3,078	0.9%	268,085	78.4%	8,891	2.6%
Plumas	20,760	132	0.6%	130	0.6%	1,186	5.7%	489	2.4%	18,370	88.5%	453	2.2%
Riverside	2,119,618	10,598	0.5%	97,502	4.6%	866,924	40.9%	10,598	0.5%	977,144	46.1%	36,034	1.7%
Sacramento	1,400,949	135,892	9.7%	201,737	14.4%	287,195	20.5%	8,406	0.6%	715,885	51.1%	53,236	3.8%
San Benito	54,667	493	0.9%	1,601	2.9%	28,984	53.0%	295	0.5%	22,508	41.2%	786	1.4%
San Bernardino	2,017,673	181,591	9.0%	121,060	6.0%	968,483	48.0%	20,177	1.0%	686,009	34.0%	40,353	2.0%
San Diego	2,974,859	145,227	4.9%	310,575	10.4%	901,369	30.3%	15,928	0.5%	1,528,568	51.4%	73,192	2.5%

Table 1. Population Data By County/Race/Ethnicity Using CCPs (Continued)

County	General Pop.	African Am.	AA%	API	API%	Latino	Latino%	Native Am.	NA%	White	White%	Other	Other%
San Francisco	815,358	55,444	6.8%	259,284	31.8%	114,965	14.1%	4,892	0.6%	473,723	58.1%	22,830	2.8%
San Joaquin	674,860	53,989	8.0%	97,855	14.5%	253,747	37.6%	9,448	1.4%	489,274	72.5%	24,295	3.6%
San Luis Obispo	262,238	4,952	1.9%	8,385	3.2%	49,172	18.8%	2,435	0.9%	224,177	85.5%	22,289	8.5%
San Mateo	736,667	26,520	3.6%	203,320	27.6%	188,587	25.6%	1,473	0.2%	313,820	42.6%	17,680	2.4%
Santa Barbara	407,057	9,769	2.4%	19,132	4.7%	160,788	39.5%	6,920	1.7%			10,176	2.5%
Santa Clara	1,748,976	43,999	2.5%	538,646	30.8%	449,133	25.7%	4,751	0.3%	674,765	38.6%	37,682	2.2%
Santa Cruz	256,218	3,331	1.3%	7,430	2.9%	75,072	29.3%	3,075	1.2%	161,161	62.9%	6,149	2.4%
Shasta	181,099	1,911	1.0%	4,773	2.4%	14,727	15.0%	3,648	1.9%	149,871	76.5%	6,169	3.2%
Sierra													
Siskiyou	44,404	616	1.4%	738	1.7%	4,303	9.7%	1,183	2.7%	38,658	87.1%	3,209	7.2%
Solano	407,515	57,622	14.1%	59,750	14.7%	92,094	22.6%	380	0.1%	176,317	43.3%	21,352	5.2%
Sonoma	464,326	8,358	1.8%	19,966	4.3%	109,581	23.6%	7,429	1.6%	314,349	67.7%	13,465	2.9%
Stanislaus	511,263	13,942	2.7%	26,667	5.2%	199,543	39.0%	3,843	0.8%	256,569	50.2%	10,699	2.1%
Sutter-Yuba	164,138	4,279	2.6%	17,161	10.5%	41,229	25.1%	2,609	1.6%	94,501	57.6%	4,359	2.7%
Tehama	61,138	611	1.0%	856	1.4%	12,961	21.2%	1,467	2.4%	56,613	92.6%	1,590	2.6%
Tri-City													
Trinity	13,043	69	0.5%	171	1.3%	705	5.4%	204	1.6%	12,391	95.0%		
Tulare	368,021	5,852	1.6%	12,439	3.4%	186,844	50.8%	12,034	3.3%	213,747	58.1%	130,243	35.4%
Tuolumne	56,910	1,138	2.0%	570	1.0%	5,691	10.0%	1,138	2.0%	47,235	83.0%	1,138	2.0%
Ventura	798,364	17,212	2.2%	53,247	6.7%	296,745	37.2%	9,112	1.1%	417,425	52.3%		
Yolo	195,844	5,023	2.6%	23,917	12.2%	54,766	28.0%	1,378	0.7%	105,430	53.8%	5,330	2.7%

Note: The data is based on CCPs made available by the California Department of Health Care Services for analysis. Sections with blanks indicate that data were not available.

Table 2. Special Population Data By Age and Gender Using CCPs

County	Child	Child%	TAY	TAY%	Adult	Adult%	Older Adult	Old Adult%	Male	Male%	Female	Female%
Alameda	276,862	19.0%	204,004	14.0%	816,015	56.0%	160,289	11.0%	714,013	49.0%	743,156	51.0%
Alpine	207	18.1%			803	70.1%	134	11.7%	601	52.5%	544	47.5%
Amador		14.0%		11.0%		46.0%		18.0%		54.0%		46.0%
City of Berkeley												
Butte	46,250	22.5%	20,440	10.0%	119,281	58.3%	18,782	9.2%	93,732	45.8%	111,020	54.2%
Calaveras	10,748	23.0%			27,057	57.9%	8,926	19.1%				
Colusa												
Contra Costa	263,156	25.2%			656,732	63.0%	122,589	11.8%	507,955	48.7%	534,522	51.3%
Del Norte	6,151	21.5%			18,597	65.0%	3,862	13.5%	15,907	55.6%	12,703	44.4%
El Dorado	44,688	28.6%	6,763	4.3%	85,652	54.8%	25,946	16.6%	77,993	49.9%	78,306	50.1%
Fresno	277,088	29.8%	109,049	11.7%	453,967	48.8%	90,347	9.7%	464,853	50.0%	465,597	50.0%
Glenn	7,652	27.2%			14,250	50.7%	6,209	22.1%	14,227	50.6%	13,884	49.4%
Humboldt	22,431	16.6%	21,898	16.2%	64,247	47.7%	26,209	19.4%	66,901	49.6%	67,884	50.4%
Imperial	56,570	33.9%	13,183	7.9%	79,599	47.7%	17,522	10.5%	86,674	51.9%	80,200	48.1%
Inyo	3,648	20.9%			8,466	48.5%	5,335	30.6%	8,562	49.1%	8,887	50.9%
Kern	322,260	41.0%			393,000	50.0%	70,740	9.0%	408,720	52.0%	377,280	48.0%
Kings	39,543	28.0%			90,808	64.3%	10,733	7.6%	80,498	57.0%	60,727	43.0%
Lake	14,850	23.1%	5,794	9.0%	36,587	56.8%	11,949	18.6%	31,694	49.2%	32,692	50.8%
Lassen	6,456	18.5%			25,299	72.5%	3,141	9.0%				
Los Angeles	2,367,592	22.7%	1,560,167	15.0%	4,915,321	47.2%	1,573,016	15.1%	5,161,564	49.6%	5,254,532	50.4%
Madera	44,354	29.4%			90,821	60.2%	15,690	10.4%	72,566	48.1%	78,299	51.9%
Marin												
Mariposa	3,741	20.5%			9,121	50.0%	4,921	27.0%	9,081	49.8%	8,711	47.7%
Mendocino	25,701	28.3%					16,256	17.9%	45,136	49.7%	45,680	50.3%
Merced												
Modoc	1,825	19.8%			4,324	47.0%	3,048	33.1%	4,637	50.4%	4,560	49.6%
Mono	3,471	23.4%			9,641	65.0%	1,721	11.6%				
Monterey	120,517	28.0%			262,555	61.0%	47,346	11.0%	219,513	51.0%	210,905	49.0%
Napa												
Nevada	17,550	18.1%			47,840	49.3%	31,637	32.6%	48,172	49.6%	48,855	50.4%
Orange	791,000	26.0%	292,000	9.6%	1,653,000	54.2%	309,000	10.1%	1,513,000	49.6%	1,535,000	50.4%
Placer	74,202	21.7%			215,425	63.0%	52,318	15.3%	137,804	40.3%	173,366	50.7%
Plumas												
Riverside	604,091	28.5%			1,214,541	57.3%	298,866	14.1%				
Sacramento	361,445	25.8%			815,352	58.2%	224,152	16.0%	689,267	49.2%	711,682	50.8%
San Benito	15,838	29.0%			28,672	52.4%	10,157	18.6%	27,775	50.8%	26,892	49.2%
San Bernardino	686,009	34.0%			1,331,664	66.0%			1,008,837	50.0%	1,008,837	50.0%
San Diego	749,170	25.2%			1,894,869	63.7%	330,820	11.1%	1,494,127	50.2%	1,480,732	49.8%

Table 2. Special Population Data By Age and Gender Using CCPs (Continued)

County	Child	Child%	TAY	TAY%	Adult	Adult%	Older Adult	Old Adult%	Male	Male%	Female	Female%
San Francisco	146,764	18.0%	57,075	7.0%	513,676	63.0%	122,304	15.0%	415,833	51.0%	399,525	49.0%
San Joaquin	259,821	38.5%			346,878	51.4%	68,161	10.1%	338,780	50.2%	336,080	49.8%
San Luis Obispo	49,498	18.9%			212,740	81.1%	37,388	14.3%	135,551	51.7%	126,687	48.3%
San Mateo	180,483	24.5%			416,954	56.6%	139,230	18.9%				
Santa Barbara	96,065	23.6%			258,074	63.4%	52,917	13.0%	205,564	50.5%	201,493	49.5%
Santa Clara	419,608	24.0%	159,009	9.1%	983,694	56.2%	186,665	10.7%	895,003	51.2%	853,973	48.8%
Santa Cruz							27,159	10.6%	128,621	50.2%	127,597	49.8%
Shasta	33,969	18.8%	25,008	13.7%	81,796	45.2%	40,326	22.3%	88,539	48.9%	92,560	51.1%
Sierra												
Siskiyou	2,330	5.2%			35,068	79.0%	8,348	18.8%	21,955	49.4%	22,449	50.6%
Solano	102,650	25.2%			256,181	62.9%	45,684	11.2%	204,573	50.2%	202,942	49.8%
Sonoma	28,324	6.1%			360,317	77.6%	60,362	13.0%	231,613	49.9%	237,993	51.3%
Stanislaus	145,874	28.5%			313,163	61.3%	52,226	10.2%	253,014	49.5%	258,249	50.5%
Sutter-Yuba	44,865	27.3%			101,401	61.8%	17,872	10.9%	81,813	49.8%	82,325	50.2%
Tehama	19,381	31.7%			32,464	53.1%	9,293	15.2%	30,324	49.6%	30,814	50.4%
Tri-City												
Trinity												
Tulare	124,391	33.8%	39,010	10.6%	168,554	45.8%	36,066	9.8%				
Tuolumne												
Ventura												
Yolo	48,798	24.9%			111,660	57.0%	35,386	18.1%	96,057	49.0%	99,787	51.0%

Note: The data is based on CCPs made available by the California Department of Health Care Services for analysis. Sections with blanks indicate that data were not available.

Table 3. Medi-Cal Population Data By Race/Ethnicity Using CCP

County	Total Pop	African Am.	AA%	API	API%	Latino	Latino%	Native Am.	NA%	White	White%	Other	Other%
Alameda	258,231	76,295	29.5%	59,690	23.1%	65,538	25.4%	943	0.4%	33,833	13.1%	21,932	8.5%
Alpine	153	1	0.5%			1	0.5%	132	86.0%	20	13.0%		
Amador			1.0%		1.0%		11.0%		3.0%		81.0%		3.0%
City of Berkeley													
Butte	48,778	1,951	4.0%	3,902	8.0%	3,902	8.0%	1,463	3.0%	35,609	73.0%	1,951	4.0%
Calaveras	524	3	0.6%	7	1.3%	37	7.1%	11	2.1%	441	84.2%	25	4.8%
Colusa	4,880	53	1.1%	81	1.7%	3,410	69.9%	83	1.7%	1,169	24.0%	86	1.8%
Contra Costa	125,645	27,190	21.6%	12,665	10.1%	48,172	38.3%	415	0.3%	27,064	21.5%	10,140	8.1%
Del Norte	8,439	45	0.5%	733	8.7%	1,036	12.3%	825	9.8%	5,480	64.9%	323	3.8%
El Dorado													
Fresno	300,405	23,151	7.7%	32,456	10.8%	193,806	64.5%	1,894	0.6%	42,381	14.1%	11,719	3.9%
Glenn													
Humboldt	27,355	540	2.0%	1,000	3.7%	2,559	9.4%	2,844	10.4%	19,285	70.5%	1,127	4.1%
Imperial	52,517	877	1.7%	283	0.5%	44,642	85.0%	478	0.9%	4,601	8.8%	1,636	3.1%
Inyo	3,416	30	0.9%	21	0.6%	913	26.7%	687	20.1%	1,671	48.9%	94	2.8%
Kern													
Kings	34,068	2,385	7.0%	1,022	3.0%	23,166	68.0%	102	0.3%	6,814	20.0%	920	2.7%
Lake	1,236	53	4.3%	10	0.8%	79	6.4%	47	3.8%	998	80.7%	49	4.0%
Lassen	4,967	122	2.5%	40	0.8%	598	12.0%	302	6.1%	3,642	73.3%	263	5.3%
Los Angeles	2,030,535	233,394	11.5%	226,385	11.1%	1,242,950	61.2%	2,260	0.1%	246,041	12.1%	79,505	3.9%
Madera	38,963	1,184	3.0%	536	1.4%	27,569	70.8%	302	0.8%	8,219	21.1%	1,153	3.0%
Marin	21,978	1,903	8.7%	1,403	6.4%	9,598	43.7%	73	0.3%	8,381	38.1%	620	2.8%
Mariposa													
Mendocino	22,688	231	1.0%	334	1.5%	7,000	30.9%	1,828	8.1%	12,611	55.6%	687	3.0%
Merced	2,803	274	9.8%	337	12.0%	883	31.5%	17	0.6%	1,112	39.7%	180	6.4%
Modoc	2,125	19	0.9%	19	0.9%	405	19.1%	144	6.8%	1,432	67.4%	106	5.0%
Mono	1,300					773	59.5%	83	6.4%	392	30.2%		
Monterey	80,613					63,454	78.7%			9,588	11.9%		
Napa	14,423	299	2.1%	662	4.6%	7,816	54.2%	61	0.4%	5,095	35.3%	490	3.4%
Nevada	1,302	11	0.8%	7	0.5%	137	10.5%	36	2.8%	1,093	83.9%	18	1.4%
Orange	349,000	12,000	3.4%	52,000	14.9%	181,000	51.9%	2,000	0.6%	63,000	18.1%	39,000	11.2%
Placer	27,420	701	2.6%	1,338	4.9%	5,712	20.8%	314	1.1%	17,185	62.7%	1,990	7.3%
Plumas	2,921	76	2.6%	15	0.5%	237	8.1%	110	3.8%	2,363	80.9%	120	4.1%
Riverside	336,844	30,653	9.1%	11,453	3.4%	198,738	59.0%	1,011	0.3%	75,453	22.4%	19,200	5.7%
Sacramento	314,765	59,491	18.9%	51,936	16.5%	79,636	25.3%	2,518	0.8%	87,505	27.8%	33,365	10.6%
San Benito	8,648	68	0.8%	114	1.3%	6,728	77.8%	14	0.2%	1,429	16.5%	295	3.4%
San Bernardino	398,175	54,240	13.6%	15,459	3.9%	224,110	56.3%	1,431	0.4%	85,014	21.4%	17,921	4.5%
San Diego	378,319	37,350	9.9%	37,183	9.8%	181,027	47.9%	1,556	0.4%	85,958	22.7%	35,248	9.3%

Table 3. Medi-Cal Population Data By Race/Ethnicity Using CCP (Continued)

County	Total Pop	African Am.	AA%	API	API%	Latino	Latino%	Native Am.	NA%	White	White%	Other	Other%
San Francisco													
San Joaquin	159,367	19,823	12.4%	25,181	15.8%	72,863	45.7%	594	0.4%	34,413	21.6%	6,493	4.1%
San Luis Obispo	33,089	602	1.8%	691	2.1%	13,287	40.2%	183	0.6%	16,834	50.9%	1,494	4.5%
San Mateo	64,011	4,246	6.6%	11,784	18.4%	32,347	50.5%	118	0.2%	10,032	15.7%	31	0.0%
Santa Barbara	74,073	1,888	2.5%	1,686	2.3%	37,085	50.1%	285	0.4%	30,390	41.0%	2,742	3.7%
Santa Clara	245,333	9,696	4.0%	65,851	26.8%	124,781	50.9%	872	0.4%	31,976	13.0%	12,160	5.0%
Santa Cruz	5,949	173	2.9%	83	1.4%	1,731	29.1%	61	1.0%	3,750	63.0%	151	2.6%
Shasta	41,306	841	44.0%	1,613	33.8%	2,951	20.0%	1,549	42.5%	32,749	21.9%	1,603	26.0%
Sierra													
Siskiyou	10,709	249	2.3%	210	2.0%	1,025	9.6%	687	6.4%	7,802	72.9%	737	6.9%
Solano	62,794	16,617	26.5%	7,365	11.7%	20,012	31.9%	353	0.6%	14,495	23.1%	3,952	6.3%
Sonoma	5,134	260	5.1%	126	2.5%	466	9.1%	95	1.9%	3,858	75.2%	141	2.8%
Stanislaus	123,574	4,898	4.0%	6,793	5.5%	63,542	51.4%	398	0.3%	41,016	33.2%	6,927	5.6%
Sutter-Yuba	42,815	1,362	3.2%	5,602	13.1%	14,464	33.8%	549	1.3%	19,366	45.2%	1,474	3.4%
Tehama	14,916	131	0.9%	211	1.4%	3,732	25.0%	254	1.7%	10,127	67.9%	461	3.1%
Tri-City													
Trinity	2,846	14	0.5%	19	0.7%	100	3.5%	145	5.1%	2,569	90.3%		
Tulare	151,320	2,969	2.0%	5,045	3.3%	108,628	71.8%	754	0.5%	28,073	18.6%	5,853	3.9%
Tuolumne	1,525	5	0.3%	14	1.0%	54	3.5%	17	1.1%	1,351	88.6%	84	5.5%
Ventura													
Yolo	31,271	1,443	4.6%	2,221	7.1%	14,882	47.6%	277	0.9%	9,381	30.0%	3,067	9.8%

Note: The data is based on CCPs made available by the California Department of Health Care Services for analysis. Sections with blanks indicate that data were not available.

Table 4. Medi-Cal Population Data By Age and Gender Using CCP

County	Child	Child%	TAY	TAY%	Adult	Adult%	Older Adult	Older Adult%	Male	Male%	Female	Female%
Alameda	111,351	43%	23,782	9%	71,797	28%	51,301	20%	111,943	43%	146,288	57%
Alpine	85	56%			57	37%	11	7%	63	41%	90	59%
Amador		40%				43%		16%		42%		58%
City of Berkeley												
Butte												
Calaveras	21	4%	133	25%	336	64%	34	6%	218	42%	306	58%
Colusa	2,477	51%			1,766	36%	638	13%	2,210	45%	2,670	55%
Contra Costa	55,560	44%			49,969	40%	20,116	16%	52,884	42%	72,761	58%
Del Norte	3,310	39%			4,062	48%	1,069	13%	3,890	46%	4,549	54%
El Dorado												
Fresno	155,112	52%			120,400	40%	29,894	10%	136,312	45%	169,093	56%
Glenn												
Humboldt	9,733	36%	3,958	14%	10,463	38%	3,201	12%	12,387	45%	14,968	55%
Imperial	23,202	44%	4,942	9%	15,612	30%	8,761	17%	22,967	44%	29,550	56%
Inyo	1,067	31%			1,206	35%	1,143	33%	1,497	44%	1,919	56%
Kern												
Kings	18,056	53%			12,946	38%	3,407	10%	14,990	44%	19,078	56%
Lake	400	32%			738	60%	98	8%	570	46%	666	54%
Lassen	1,950	39%	910	18%	1,841	37%	266	5%				
Los Angeles	1,013,346	50%	318,828	16%	375,689	19%	320,859	16%	911,809	45%	1,118,945	55%
Madera	20,417	52%	3,840	10%	11,516	30%	3,190	8%	17,370	45%	21,593	55%
Marin												
Mariposa												
Mendocino	9,773	43%			10,068	44%	2,848	13%	10,226	45%	12,462	55%
Merced												
Modoc	607	29%			813	38%	705	33%	925	44%	1,200	56%
Mono												
Monterey	40,964	51%			31,202	39%	8,448	10%	35,030	43%	45,583	57%
Napa	6,595	46%			5,714	40%	2,114	15%	6,287	44%	8,136	56%
Nevada	482	37.0%			644	49.5%	176	13.5%	618	52.5%	684	47.5%
Orange	188,000	54%	25,000	7%	91,000	26%	47,000	13%	155,000	44%	194,000	56%
Placer	11,582	42%			11,120	41%	4,538	17%	11,541	42%	15,699	57%
Plumas	1,319	45%			1,286	44%	316	11%				
Riverside	180,885	54%			112,169	33%	43,116	13%	144,405	43%	192,439	57%
Sacramento	143,848	46%			131,572	42%	39,346	13%	138,182	44%	176,583	56%
San Benito	3,148	36%			3,020	35%	2,480	29%	3,570	41%	5,078	59%
San Bernardino	188,718	47%	60,272	15%	104,075	26%	45,109	11%	173,302	44%	224,873	56%
San Diego	178,766	47%			134,125	35%	65,430	17%	160,666	42%	217,654	58%

Table 4. Medi-Cal Population Data By Age and Gender Using CCP (Continued)

County	Child	Child%	TAY	TAY%	Adult	Adult%	Older Adult	Older Adult%	Male	Male%	Female	Female%
San Francisco												
San Joaquin	79,172	50%	8,832	6%	56,938	36%	14,425	9%	70,081	44%	89,286	56%
San Luis Obispo	14,846	45%			14,074	43%	4,171	13%	14,362	43%	18,728	57%
San Mateo	29,470	46%			21,615	34%	12,926	20%	26,360	41%	37,651	59%
Santa Barbara	36,873				29,169	39%	8,032	11%	32,152	43%	41,921	57%
Santa Clara	100,329	41%			91,851	37%	53,155	22%	105,249	43%	140,084	57%
Santa Cruz	1,301	21.9%	1,136	19.1%	3,041	51.1%	471	7.9%	3,295	55.3%	2,654	44.7%
Shasta	16,623	39.9%			19,334	19.5%	5,347	13.3%	18,427	20.8%	22,876	24.7%
Sierra												
Siskiyou	4,265	40%			4,868	45%	1,577	15%	4,880	46%	5,829	54%
Solano	28,765	46%			27,238	43%	6,791	11%	26,567	42%	36,227	58%
Sonoma	1,813	35%			2,882	56%	439	9%	2,766	54%	2,349	46%
Stanislaus	60,448	49%			51,529	42%	11,597	9%	54,243	44%	69,331	56%
Sutter-Yuba	19,961	47%			17,568	41%	5,287	12%	19,150	45%	23,665	55%
Tehama	6,838	46%	1,322	9%	6,544	44%	1,534	10%	6,418	43%	8,498	57%
Tri-City												
Trinity	1,115	39%			1,403	49%	327	11%	1,316	46%	1,530	54%
Tulare	77,958	52%			59,739	39%	13,624	9%	68,033	45%	83,288	55%
Tuolumne	482	31.6%	221	14.5%	758	49.7%	64	4.2%	866	56.8%	659	43.2%
Ventura												
Yolo	14,384	46%			12,414	40%	4,473	14%	13,676	44%	17,595	56%

Note: The data is based on CCPs made available by the California Department of Health Care Services for analysis. Sections with blanks indicate that data were not available.

Table 5. CSS Population Data By Race/Ethnicity Using CCP

County	Total Pop	African Am.	AA%	API	API%	Latino	Latino%	Native Am.	NA%	White	White%	Other	Other%
Alameda	447,723	101,894	22.8%	94,526	21.1%	115,645	25.8%	2,405	0.5%	110,791	24.8%	22,462	5.0%
Alpine													
Amador													
City of Berkeley													
Butte	7,496	266	3.5%	407	5.4%	503	6.7%	314	4.2%	5,863	78.3%	143	1.9%
Calaveras													
Colusa													
Contra Costa	184,550	34,488	18.7%	18,044	9.8%	59,429	32.2%	813	0.4%	63,111	34.2%	8,665	4.7%
Del Norte													
El Dorado													
Fresno													
Glenn													
Humboldt	40,999	479	1.2%	919	2.2%	2,822	6.9%	2,519	6.1%	30,908	75.4%	3,352	8.2%
Imperial	89,637	1,878	2.1%	2,107	2.4%	67,215	75.0%	2,129	2.4%	14,923	16.7%	1,385	1.6%
Inyo													
Kern													
Kings													
Lake			4.4%		1.1%		10.5%		3.4%		80.1%		0.5%
Lassen	9,059	89	1.0%	95	1.1%	1,077	11.9%	515	5.7%	6,983	77.1%	300	3.3%
Los Angeles	3,734,626	364,446	9.8%	370,349	9.9%	2,426,069	65.0%	9,180	0.3%	564,582	15.1%		
Madera	11,103	635	5.7%	196	1.8%	5,314	47.9%	138	1.2%	4,197	37.8%	151	1.4%
Marin													
Mariposa													
Mendocino	33,731	228	0.7%	561	1.7%	7,924	23.5%	2,014	6.0%	21,773	64.6%	1,232	3.7%
Merced													
Modoc	3,760	14	0.4%	17	0.5%	652	17.3%	194	5.2%	2,784	74.0%	99	2.6%
Mono	4,141	19	0.5%	32	0.8%	1,309	31.6%	173	4.2%	2,506	60.5%	102	2.5%
Monterey	179,000			4,000	2.2%	155,000	86.6%			17,000	9.5%	3,000	1.7%
Napa	29,555	355	1.2%	826	2.8%	11,616	39.3%	234	0.8%	15,931	53.9%	591	2.0%
Nevada	1,345	10	0.7%	3	0.2%	28	2.1%	12	0.9%	1,279	95.1%	13	1.0%
Orange	779,195	10,682	1.4%	112,790	14.5%	449,943	57.7%	2,852	0.4%	181,598	23.3%	21,330	2.7%
Placer	28,665	411	1.4%	828	2.9%	3,006	10.5%	193	0.7%	23,554	82.2%	673	2.4%
Plumas													
Riverside	142,511	8,799	6.2%	6,416	4.5%	62,259	43.7%	582	0.4%	61,744	43.3%	2,711	1.9%
Sacramento	424,356	54,598	12.9%	68,459	16.1%	94,926	22.4%	4,485	1.1%	179,030	42.2%	22,858	5.4%
San Benito													
San Bernardino	697,417	68,956	9.9%	37,647	5.4%	355,682	51.0%	4,607	0.7%	209,729	30.1%	20,796	3.0%
San Diego	575,086	33,229	5.8%	48,438	8.4%	203,030	35.3%	3,457	0.6%	194,837	33.9%	92,095	16.0%

Table 5. CSS Population Data By Race/Ethnicity Using CCP (Continued)

County	Total Pop	African Am.	AA%	API	API%	Latino	Latino%	Native Am.	NA%	White	White%	Other	Other%
San Francisco	183,622	20,214	11.0%	67,349	36.7%	36,714	20.0%	674	0.4%	54,084	29.5%	4,587	2.5%
San Joaquin													
San Luis Obispo	90,766	1,189	1.3%	2,389	2.6%	29,379	32.4%	1,016	1.1%	54,662	60.2%	2,131	2.4%
San Mateo	108,335	4,918	4.5%	18,428	17.0%	49,832	46.0%	616	0.6%	29,643	27.4%	4,898	4.5%
Santa Barbara	129,140	2,281	1.8%	4,758	3.7%	73,140	56.6%	657	0.5%	45,652	35.4%	2,652	2.1%
Santa Clara	309,672	8,239	2.7%	83,213	26.9%	144,342	46.6%	1,161	0.4%	65,560	21.2%	7,158	2.3%
Santa Cruz	255,602	2,556	1.0%	8,691	3.4%	68,501	26.8%			167,419	65.5%	8,435	3.3%
Shasta													
Sierra													
Siskiyou	7,904	145	1.8%	311	3.9%	933	11.8%	503	6.4%	6,012	76.1%		
Solano	395,426	55,959	14.2%	59,812	15.1%	84,121	21.3%	1,661	0.4%	176,872	44.7%	17,001	4.3%
Sonoma	100,116	2,191	2.2%	3,587	3.6%	33,381	33.3%	1,811	1.8%	68,637	68.6%	18,016	18.0%
Stanislaus	166,071	4,722	2.8%	8,768	5.3%	74,844	45.1%	1,155	0.7%	69,916	42.1%	6,666	4.0%
Sutter-Yuba	31,647	809	2.6%	3,182	10.1%	9,536	30.1%	745	2.4%	15,308	48.4%	2,067	6.5%
Tehama	22,150	129	0.6%	202	0.9%	5,192	23.4%	592	2.7%	15,345	69.3%	690	3.1%
Tri-City													
Trinity													
Tulare													
Tuolumne													
Ventura	167,792	3,706	2.2%	11,580	6.9%	99,111	59.1%	1,887	1.1%	48,207	28.7%	3,301	2.0%
Yolo													

Note: The data is based on CCPs made available by the California Department of Health Care Services for analysis. Sections with blanks indicate that data were not available.

Table 6. CSS Population Data By Age and Gender Using CCP

County	Child	Child%	TAY	TAY%	Adult	Adult%	Older Adult	Older Adult%	Male	Male%	Female	Female%
Alameda	102,559	22.9%	60,982	13.6%	238,151	53.2%	46,031	10.3%				
Alpine												
Amador												
City of Berkeley												
Butte	2,379	31.7%	1,076	14.4%	3,674	49.0%	367	4.9%	3,482	46.5%	4,014	53.5%
Calaveras												
Colusa												
Contra Costa	63,188	34.2%			89,808	48.7%	31,554	17.1%				
Del Norte												
El Dorado												
Fresno												
Glenn												
Humboldt	16,069	39.2%	6,126	14.9%	17,665	43.1%	1,139	2.8%				
Imperial	28,244	31.5%	6,236	7.0%	45,948	51.3%	9,209	10.3%				
Inyo												
Kern												
Kings												
Lake		23.0%						25.0%				
Lassen	3,146	34.7%			5,913	65.3%			4,358	48.1%	4,701	51.9%
Los Angeles	1,138,654	30.5%	585,904	15.7%	1,540,601	41.3%	469,376	12.6%	1,769,196	47.4%	1,965,430	52.6%
Madera	2,806	25.3%	2,460	22.2%	4,176	37.6%	868	7.8%	4,004	36.1%	6,483	58.4%
Marin												
Mariposa												
Mendocino	10,823	32.1%	3,869	11.5%	14,348	42.5%	3,377	10.0%				
Merced												
Modoc	1,201	31.9%	127	3.4%	1,844	49.0%	588	15.6%				
Mono	1,202	29.0%			2,939	71.0%						
Monterey	73,000	40.8%			93,000	52.0%	12,000	6.7%	96,000	53.6%	81,000	45.3%
Napa	6,057	20.5%	3,948	13.4%	13,623	46.1%	5,927	20.1%				
Nevada	356	26.5%	67	4.9%	867	64.5%	55	4.1%	623	46.3%	722	53.7%
Orange	243,228	31.2%	154,997	19.9%	303,837	39.0%	77,133	9.9%				
Placer	6,584	23.0%	3,525	12.3%	15,206	53.0%	3,350	11.7%				
Plumas												
Riverside	44,815	31.4%			77,359	54.3%	15,015	10.5%				
Sacramento	158,788	37.4%	55,282	13.0%	161,396	38.0%	48,890	11.5%	196,372	46.3%	227,984	53.7%
San Benito												
San Bernardino	202,909	29.1%	111,849	16.0%	313,046	44.9%	69,613	10.0%				
San Diego			130,559	22.7%	347,595	60.4%	96,932	16.9%				

Table 6. CSS Population Data By Age and Gender Using CCP (Continued)

County	Child	Child%	TAY	TAY%	Adult	Adult%	Older Adult	Older Adult%	Male	Male%	Female	Female%
San Francisco	32,241	17.6%	20,507	11.2%	94,147	51.3%	36,727	20.0%	87,317	47.6%	96,304	52.4%
San Joaquin												
San Luis Obispo	17,111	18.9%	21,117	23.3%	43,409	47.8%	9,129	10.1%				
San Mateo	31,892	29.4%			76,443	70.6%						
Santa Barbara	36,682	28.4%	31,689	24.5%	44,546	34.5%	16,223	12.6%				
Santa Clara	92,738	29.9%			216,935	70.1%			150,153	48.5%	159,520	51.5%
Santa Cruz	76,425	29.9%					25,622	10.0%	127,545	49.9%	128,057	50.1%
Shasta												
Sierra												
Siskiyou	1,493	18.9%	931	11.8%	3,630	45.9%	1,850	23.4%				
Solano	113,146	28.6%			242,100	61.2%	40,180	10.2%	193,497	48.9%	201,929	51.1%
Sonoma	28,262	28.2%			53,378	53.3%	18,476	18.5%				
Stanislaus	58,121	35.0%	28,008	16.9%	60,060	36.2%	19,882	12.0%				
Sutter-Yuba	11,315	35.8%	4,348	13.7%	13,914	44.0%	2,070	6.5%				
Tehama	7,354	33.2%	1,048	4.7%	10,600	47.9%	3,148	14.2%				
Tri-City												
Trinity												
Tulare												
Tuolumne												
Ventura	26,697	15.9%	20,461	12.2%	102,212	60.9%	18,422	11.0%				
Yolo												

Note: The data is based on CCPs made available by the California Department of Health Care Services for analysis. Sections with blanks indicate that data were not available.

Table 7a. Alameda County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	1,457,169	258,231	447,723	1,510,271	1,510,271
African American	189,432	76,295	101,894	190,451	190,451
African Am. %	13.0%	29.5%	22.8%	12.6%	12.6%
API	349,721	59,690	94,526	407,362	407,362
API %	24.0%	23.1%	21.1%	27.0%	27.0%
Latino	306,005	65,538	115,645	339,889	339,889
Latino%	21.0%	25.4%	25.8%	22.5%	22.5%
Native Am.		943	2,405	9,799	9,799
Native Am. %		0.4%	0.5%	0.6%	0.6%
White	539,153	33,833	110,791	649,122	649,122
White %	37.0%	13.1%	24.7%	43.0%	43.0%
Other	72,858	21,932	22,462	162,540	162,540
Other%	5.0%	8.5%	5.0%	10.8%	10.8%
Language					
English		154,578			
English%		59.9%			
Spanish		42,696			
Spanish%		16.5%			
Other		22,736			
Other%		8.8%			
Age/Gender					
Total Population	1,457,169	258,231	447,723	1,510,271	1,510,271
Children	276,862	111,351	102,559	302,123	302,123
Children%	19.0%	43.1%	22.9%	20.0%	20.0%
TAY	204,004	23,782	60,982	211,092	211,092
TAY%	14.0%	9.2%	13.6%	14.0%	14.0%
Adult	816,015	71,797	238,151	750,456	750,456
Adult%	56.0%	27.8%	53.2%	49.7%	49.7%
Older Adult	160,289	51,301	46,031	246,600	246,600
Older Adult%	11.0%	19.9%	10.3%	16.3%	16.3%
Males	714,013	111,943		740,573	740,573
Male%	49.0%	43.3%		49.0%	49.0%
Females	743,156	146,288		769,698	769,698
Female%	51.0%	56.7%		51.0%	51.0%

In the socio-demographic data for Alameda County, we observe relatively complete data and good consistency across sources.

Table 7a. Alameda County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)		539,153	33,833	110,791	649,122
WF Total (Latino)		306,005	65,538	115,645	339,889
WF Total (African Am.)		189,432	76,295	101,894	190,451
WF Total (API)		349,721	59,690	94,526	407,362
WF Total (Native Am.)			943	2,405	9,799
WF Total (Other)		72,858	21,932	22,462	162,540
WF Total (All)		1,457,169	258,231	447,723	1,510,271
WF % White		37.0%	13.1%	24.7%	43.0%
WF % Latino		21.0%	25.4%	25.8%	22.5%
WF % African Am.		13.0%	29.5%	22.8%	12.6%
WF % API		24.0%	23.1%	21.1%	27.0%
WF % Native Am.			0.4%	0.5%	0.6%
WF % Other		5.0%	8.5%	5.0%	10.8%

Workforce data for Alameda County were not found.

CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8	CSS Target Population 9
African American	API	Latino	Children and Youth	TAY	Older adults	LGBTQ	Consumers	Family members
WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4	WET Target Population 5	WET Target Population 6	WET Target Population 7		
Bilingual Spanish staff	Bilingual API languages staff	Bilingual other languages staff	Latino staff	API staff	Native American staff	Lived experience staff		

Overall, Alameda targets appear to focus on racial/ethnic disparities and underrepresented groups. It may be challenging to meet the needs of all 16 targets.

Note: Sections with blanks indicates that data were not available.

Table 7b. Alpine County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	1,145	153		1,175	1,175
African American		1		0	0
African Am. %		0.5%		0.0%	0.0%
API				7	7
API %				0.6%	0.6%
Latino		1		84	84
Latino%		0.5%		7.1%	7.1%
Native Am.	218	132		240	240
Native Am. %	19.0%	86.0%		20.4%	20.4%
White	847	20		881	881
White %	74.0%	13.0%		75.0%	75.0%
Other	80			19	19
Other%	7.0%			1.6%	1.6%
Language					
English					
English%					
Spanish					
Spanish%					
Other	80				
Other%	7.0%				
Age/Gender					
Total Population	1,145	153		1,175	1,175
Children	207	85		234	234
Children%	18.1%	55.6%		19.9%	19.9%
TAY				101	101
TAY%				8.6%	8.6%
Adult	803	57		564	564
Adult%	70.1%	37.3%		48.0%	48.0%
Older Adult	134	11		276	276
Older Adult%	11.7%	7.2%		23.5%	23.5%
Males	601	63		606	606
Male%	52.5%	41.2%		51.6%	51.6%
Females	544	90		569	569
Female%	47.5%	58.8%		48.4%	48.4%
There are a number of gaps in sociodemographic data for Alpine county. Data for small counties have traditionally been more challenging to obtain leading up to and including 2010.					

Table 7b. Alpine County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)		847	20		881
WF Total (Latino)		1		84	
WF Total (African Am.)		1		0	
WF Total (API)					
WF Total (Native Am.)		218	132		240
WF Total (Other)		80			19
WF Total (All)		1,145	153		1,175
WF % White		74.0%	13.0%		75.0%
WF % Latino		0.5%		7.1%	
WF % African Am.		0.5%		0.0%	
WF % API					
WF % Native Am.		19.0%	86.0%		20.4%
WF % Other		7.0%			1.6%
Workforce data for Alpine County were not found.					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6
Trauma exposed individuals	Individuals experiencing onset of serious psychiatric illness	Children and youth in stressed families	Children and youth at risk for school failure	Children and youth at risk for experiencing juvenile justice involvement	Underserved cultural populations
CSS targets for Alpine County are relatively well focused on high-risk populations, especially children. Did not differentiate Medi-Cal, CSS, WET, and PEI.					

Note: Sections with blanks indicates that data were not available.

Table 7c. Amador County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population				38,091	38,091
African American				962	962
African Am. %	4.0%	1.0%		2.5%	2.5%
API				496	496
API %	1.0%	1.0%		1.3%	1.3%
Latino				4,756	4,756
Latino%	9.0%	11.0%		12.5%	12.5%
Native Am.				678	678
Native Am. %	2.0%	3.0%		1.8%	1.8%
White				33,149	33,149
White %	82.0%	81.0%		87.0%	87.0%
Other				1,450	1,450
Other%	3.0%	3.0%		3.8%	3.8%
Language					
API					
API%	0.5%				
English					
English%	91.9%				
Spanish					
Spanish%	5.8%				
Other					
Other%	1.7%				
Age/Gender					
Total Population				38,091	38,091
Children				5,350	5,350
Children%	14.0%	40.0%		14.0%	14.0%
TAY				3,882	3,882
TAY%	11.0%			10.2%	10.2%
Adult				17,603	17,603
Adult%	46.0%	43.0%		46.2%	46.2%
Older Adult				11,256	11,256
Older Adult%	18.0%	16.0%		29.6%	29.6%
Males				20,749	20,749
Male%	54.0%	42.0%		54.5%	54.5%
Females				17,342	17,342
Female%	46.0%	58.0%		45.5%	45.5%

There are a number of gaps in sociodemographic data for Amador county. Data for small counties have traditionally been more challenging to obtain leading up to and including 2010.

Table 7c. Amador County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data					
Unlicensed WF	7.7				
Licensed Direct WF	7.8				
Other Direct WF	0.0				
Direct Total FTE	15.5				
Indirect Total FTE	10.5				
WF Total (White)	20.6				33,149
WF Total (Latino)	2.9				4,756
WF Total (African Am.)	0.5				962
WF Total (API)	0.0				496
WF Total (Native Am.)	2.0				678
WF Total (Other)	0.0				1,450
WF Total (All)	26.0				38,091
WF % White	79.2%	82.0%	81.0%		87.0%
WF % Latino	11.2%	9.0%	11.0%		12.5%
WF % African Am.	1.9%	4.0%	1.0%		2.5%
WF % API	0.0%	1.0%	1.0%		1.3%
WF % Native Am.	7.7%	2.0%	3.0%		1.8%
WF % Other	0.0%	3.0%	3.0%		3.8%
Workforce data for Amador County were found. The composition of the mental health workforce appears to reflect the general, Medi-Cal, and DOF populations relatively well.					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4		
Latinos	Native Americans	Youths	Seniors		
Amador CSS targets appear to be relatively well focused. Specific sub-targets within the target populations highlighted could be beneficial. No WET target populations were noted.					

Note: Sections with blanks indicates that data were not available.

Table 7d. City of Berkeley Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	Incomplete			112,580	112,580
African American				11,241	11,241
African Am. %				10%	10%
API				21,876	21,876
API %				19.4%	19.4%
Latino				12,209	12,209
Latino%				10.8%	10.8%
Native Am.				479	479
Native Am. %				0.4%	0.4%
White				66,996	66,996
White %				59.5%	59.5%
Other				4,994	4,994
Other%				4.4%	4.4%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population				112,580	112,580
Children					
Children%					
TAY					
TAY%					
Adult					
Adult%					
Older Adult					
Older Adult%					
Males				55,031	55,031
Male%				48.8%	48.8%
Females				57,549	57,549
Female%				51.1%	51.1%

Table 7d. City of Berkeley Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)					66,996
WF Total (Latino)					12,209
WF Total (African Am.)					11,241
WF Total (API)					21,876
WF Total (Native Am.)					479
WF Total (Other)					4,994
WF Total (All)					112,580
WF % White					59.5%
WF % Latino					10.8%
WF % African Am.					10%
WF % API					19.4%
WF % Native Am.					0.4%
WF % Other					4.4%
Workforce data and population targets were not noted for City of Berkeley.					

Note: The missing data for the items were not reviewed. Table is incomplete.

Table 7e. Butte County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	204,752	48,778	7,496	220,000	220,000
African American	2,457	1,951	266	3,415	3,415
African Am. %	1.2%	4.0%	3.5%	1.6%	1.6%
API	7,166	3,902	407	9,509	9,509
API %	3.5%	8.0%	5.4%	2.2%	2.2%
Latino	29,689	3,902	503	31,116	31,116
Latino%	14.5%	8.0%	6.7%	14.1%	14.1%
Native Am.	3,481	1,463	314	4,395	4,395
Native Am. %	1.7%	3.0%	4.2%	2.0%	2.0%
White	156,021	35,609	5,863	180,096	180,096
White %	76.2%	73.0%	78.3%	81.8%	81.8%
Other	5,938	1,951	143	12,141	12,141
Other%	2.9%	4.0%	1.9%	5.5%	5.5%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population	204,752		7,496	220,000	220,000
Children	46,250		2,379	37,155	37,155
Children%	22.5%		31.7%	16.9%	16.9%
TAY	20,440		1,076	40,313	40,313
TAY%	10.0%		14.4%	18.3%	18.3%
Adult	119,281		3,674	93,716	93,716
Adult%	58.3%		49.0%	42.6%	42.6%
Older Adult	18,782		367	33,817	33,817
Older Adult%	9.2%		4.9%	15.4%	15.4%
Males	93,732		3,482	108,931	108,931
Male%	45.8%		46.5%	49.5%	49.5%
Females	111,020		4,014	111,069	111,069
Female%	54.2%		53.5%	50.5%	50.5%

Table 7e. Butte County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	275.0				
Licensed Direct WF	162.0				
Other Direct WF	32.0				
Direct Total FTE	469.0				
Indirect Total FTE	173.0				
WF Total (White)	515.0	156,021	35,609	5,863	180,096
WF Total (Latino)	44.0	29,689	3,902	503	31,116
WF Total (African Am.)	22.0	2,457	1,951	266	3,415
WF Total (API)	27.0	7,166	3,902	407	9,509
WF Total (Native Am.)	8.0	3,481	1,463	314	4,395
WF Total (Other)	26.0	5,938	1,951	143	12,141
WF Total (All)	642.0	204,752	48,778	7,496	220,000
WF % White	80.2%	76.2%	73.0%	78.3%	81.80%
WF % Latino	6.9%	14.5%	8.0%	6.7%	14.10%
WF % African Am.	3.4%	1.2%	4.0%	3.5%	1.60%
WF % API	4.2%	3.5%	8.0%	5.4%	2.20%
WF % Native Am.	1.2%	1.7%	3.0%	4.2%	2.00%
WF % Other	4.0%	2.9%	4.0%	1.9%	5.50%
Workforce data for Butte County were found. The composition of the mental health workforce appears to reflect the general, Medi-Cal, and DOF populations relatively well.					
CSS Target Population 1		CSS Target Population 2		CSS Target Population 3	
Homeless and risk of homeless adults		Homeless and risk of homeless TAY and foster children		Older adults	
CSS targets for Butte County are relatively well focused on high-risk populations.					
WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4		
Latino Staff	API Staff	Spanish speaking staff	Hmong speaking staff		
WET targets for Butte County focus on the racial/ethnic composition and language skills among staff.					

Note: Sections with blanks indicates that data were not available.

Table 7f. Calaveras County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	46,731	524	1,150	45,578	45,578
African American	608	3	11	383	383
African Am. %	1.3%	0.6%	1.0%	0.8%	0.8%
API	794	7	14	650	650
API %	1.7%	1.3%	1.2%	1.4%	1.4%
Latino	4,860	37	130	4,703	4,703
Latino%	10.4%	7.1%	11.3%	10.3%	10.3%
Native Am.	794	11	28	689	689
Native Am. %	1.7%	2.1%	2.4%	1.5%	1.5%
White	38,693	441	1,033	40,522	40,522
White %	82.8%	84.2%	89.8%	88.9%	88.9%
Other	1,308	25	31	1,534	1,534
Other%	2.8%	4.8%	2.7%	3.4%	3.4%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population	46,731	524	1,150	45,578	45,578
Children	10,748	21	334	7,665	7,665
Children%	23.0%	4.0%	29.0%	16.8%	16.8%
TAY		133	94	4,479	4,479
TAY%		25.4%	8.2%	9.8%	9.8%
Adult	27,057	336	557	19,644	19,644
Adult%	57.9%	64.1%	48.4%	43.1%	43.1%
Older Adult	8,926	34	261	13,790	13,790
Older Adult%	19.1%	6.5%	22.7%	30.3%	30.3%
Males		218	432	22,822	22,822
Male%		41.6%	37.6%	50.1%	50.1%
Females		306	718	22,756	22,756
Female%		58.4%	62.4%	49.9%	49.9%
In the sociodemographic data for Calaveras County, we observe relatively complete data for race/ethnicity and age.					

Table 7f. Calaveras County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data					
Unlicensed WF	10.5				
Licensed Direct WF					
Other Direct WF	3.3				
Direct Total FTE	0.0				
Indirect Total FTE	12.1				
WF Total (White)	29.6	38,693	441	1,033	40,522
WF Total (Latino)	2.0	4,860	37	130	4,703
WF Total (African Am.)	0.0	608	3	11	383
WF Total (API)	1.0	794	7	14	650
WF Total (Native Am.)	0.0	794	11	28	689
WF Total (Other)	0.0	1,308	25	31	1,534
WF Total (All)	32.6	46,731	524	1,150	45,578
WF % White	90.8%	82.8%	84.2%	89.8%	88.9%
WF % Latino	6.1%	10.4%	7.1%	11.3%	10.3%
WF % African Am.	0.0%	1.3%	0.6%	1.0%	0.8%
WF % API	3.1%	1.7%	1.3%	1.2%	1.4%
WF % Native Am.	0.0%	1.7%	2.1%	2.4%	1.5%
WF % Other	0.0%	2.8%	4.8%	2.7%	3.4%
Workforce data are a bit challenging to follow. Overall, the Calaveras mental health workforce appears to reflect the general, Medi-Cal, and CSS populations relatively well. There appears to be need for a slightly higher proportion of Latino mental health workforce staff.					
Target Population 1	Target Population 2	Target Population 3	Target Population 4	Target Population 5	Target Population 6
Native Americans	Latinos	Children	TAY	Adults	Older adults
Calaveras target populations are relatively broad and were not differentiated by CSS, or WET					

Note: Sections with blanks indicates that data were not available.

Table 7g. Colusa County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	21,419	4,880		21,419	21,419
African American		53		195	195
African Am. %		1.1%		0.9%	0.9%
API		81		349	349
API %		1.7%		1.6%	1.6%
Latino		3,410		11,804	11,804
Latino%		69.9%		55.1%	55.1%
Native Am.		83		419	419
Native Am. %		1.7%		2.0%	2.0%
White		1,169		13,854	13,854
White %		24.0%		64.7%	64.7%
Other		86		5,838	5,838
Other%		1.8%		27.3%	27.3%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population		4,880		21,419	21,419
Children		2,477		5,663	5,663
Children%		50.8%		26.4%	26.4%
TAY				2,958	2,958
TAY%				13.8%	13.8%
Adult		1,766		9,226	9,226
Adult%		36.2%		43.1%	43.1%
Older Adult		638		3,572	3,572
Older Adult%		13.1%		16.7%	16.7%
Males		2,210		11,012	11,012
Male%		45.3%		51.4%	51.4%
Females		2,670		10,407	10,407
Female%		54.7%		48.6%	48.6%

There are a number of gaps in sociodemographic data for Colusa county. Data for small counties have traditionally been more challenging to obtain leading up to and including 2010.

Table 7g. Colusa County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)			1,169		13,854
WF Total (Latino)			3,410		11,804
WF Total (African Am.)			53		195
WF Total (API)			81		349
WF Total (Native Am.)			83		419
WF Total (Other)			86		5,838
WF Total (All)		21,419	48,80		21,419
WF % White			24.0%		64.7%
WF % Latino			69.9%		55.1%
WF % African Am.			1.1%		0.9%
WF % API			1.7%		1.6%
WF % Native Am.			1.7%		2.0%
WF % Other			1.8%		27.3%
Workforce data for Colusa County were not found.					
Target Population 1	Target Population 2	Target Population 3	Target Population 4		
Children 0-5	Children 6-18	TAY 19-21	Adults 22-99		
Colusa County appears to have broad target populations for different age groups. Colusa did not differentiate between CSS or WET targets.					

Note: Sections with blanks indicates that data were not available.

Table 7h. Contra Costa County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	1,042,478	125,645	184,550	1,049,025	1,049,025
African American	96,803	27,190	34,488	97,161	97,161
African Am. %	9.3%	21.6%	18.7%	9.3%	9.3%
API	144,076	12,665	18,044	156,314	156,314
API %	13.8%	10.1%	9.8%	14.9%	14.9%
Latino	252,553	48,172	59,429	255,560	255,560
Latino%	24.2%	38.3%	32.2%	24.4%	24.4%
Native Am.	4,478	415	813	6,122	6,122
Native Am. %	0.4%	0.3%	0.4%	0.6%	0.6%
White	506,949	27,064	63,111	614,512	614,512
White %	48.6%	21.5%	34.2%	58.6%	58.6%
Other	37,619	10,140	8,665	112,691	112,691
Other%	3.6%	8.1%	4.7%	10.7%	10.7%
Language					
API					
API%					
English	771,434	75,387			
English%	74.0%	60.0%			
Spanish	271,044	37,693.5			
Spanish%	26.0%	30.0%			
Other					
Other%					
Age/Gender					
Total Population	1,042,478	125,645	184,550	1,049,025	1,049,025
Children	263,156	55,560	63,188	229,115	229,115
Children%	25.2%	44.2%	34.2%	21.8%	21.8%
TAY				131,257	131,257
TAY%				12.5%	12.5%
Adult	656,732	49,969	89,808	498,857	498,857
Adult%	63.0%	39.8%	48.7%	47.6%	47.6%
Older Adult	122,589	20,116	31,554	189,796	189,796
Older Adult%	11.8%	16.0%	17.1%	18.1%	18.1%
Males	507,955	52,884		511,526	511,526
Male%	48.7%	42.1%		48.8%	48.8%
Females	534,522	72,761		537,499	537,499
Female%	51.3%	57.9%		51.2%	51.2%

Sociodemographic data for Contra Costa County are relatively complete with consistent measures for different population strata across different data sources.

Table 7h. Contra Costa County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	576.7				
Licensed Direct WF	524.4				
Other Direct WF	53.8				
Direct Total FTE	1,154.9				
Indirect Total FTE	368.6				
WF Total (White)	701.0	506,949	27,064	63,111	614,512
WF Total (Latino)	169.9	252,553	48,172	59,429	255,560
WF Total (African Am.)	289.5	96,803	27,190	34,488	97,161
WF Total (API)	113.1	144,076	12,665	18,044	156,314
WF Total (Native Am.)	5.4	4,478	415	813	6,122
WF Total (Other)	244.7	37,619	10,140	8,665	112,691
WF Total (All)	1,523.5	1,042,478	125,645	184,550	1,049,025
WF % White	46.0%	48.6%	21.5%	34.2%	58.6%
WF % Latino	11.2%	24.2%	38.3%	32.2%	24.4%
WF % African Am.	19.0%	9.3%	21.6%	18.7%	9.3%
WF % API	7.4%	13.8%	10.1%	9.8%	14.9%
WF % Native Am.	0.4%	0.4%	0.3%	0.4%	0.6%
WF % Other	16.1%	3.6%	8.1%	4.7%	10.7%
Workforce data for Contra Costa County appear to reflect the general population for most racial groups in the county. The Medi-Cal, CSS, and DOF data indicate there may be a disparity in the proportion of Latino mental health workforce members, but that the proportion of Contra Costa staff that are African American is strong.					
CSS Target Population 1		CSS Target Population 2		CSS Target Population 3	
Latinos, all age groups		API, all ages		Homeless or risk of homelessness, all ages	
CSS Target Population 4					
Individuals at or below 200% FPL, all ages					
CSS targets for Contra County are relatively well focused on high-risk populations. A focus on specific age groups within each target population may be useful.					
WET Target Population 1		WET Target Population 2		WET Target Population 3	
Latino staff		API staff		Native American staff	
				WET Target Population 4	
				Spanish speaking staff	
				WET Target Population 5	
				Asian language speaking staff	
WET targets for Contra County focus on the racial/ethnic composition and language skills among staff.					

Note: Sections with blanks indicates that data were not available.

Table 7i. Del Norte County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	28,610	8,439		28,610	28,610
African American	1,001	45		993	993
African Am. %	3.5%	0.5%		3.5%	3.5%
API	1,001	733		997	997
API %	3.5%	8.7%		3.5%	3.5%
Latino	5,093	1,036		5,093	5,093
Latino%	17.8%	12.3%		17.8%	17.8%
Native Am.	2,232	825		2,244	2244
Native Am. %	7.8%	9.8%		7.8%	7.8%
White	21,086	5,480		21,098	21,098
White %	73.7%	64.9%		73.7%	73.7%
Other	1,287	323		1,980	1,980
Other%	4.5%	3.8%		6.9%	6.9%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population		8,439		28,610	28,610
Children	6,151	3,310		5,361	5361
Children%	21.5%	39.2%		18.7%	18.7%
TAY				3,693	3693
TAY%				12.9%	12.9%
Adult	18,597	4,062		13,941	13,941
Adult%	65.0%	48.1%		48.7%	48.7%
Older Adult	3,862	1,069		5,615	5,615
Older Adult%	13.5%	12.7%		19.6%	19.6%
Males	15,907	3,890		15,907	15,907
Male%	55.6%	46.1%		55.6%	55.6%
Females	12,703	4,549		12,703	12,703
Female%	44.4%	53.9%		44.4%	44.4%

Sociodemographic data for Del Norte County are relatively complete and consistent across different data sources.

Table 7i. Del Norte County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)		21,086	5,480		21,098
WF Total (Latino)		5,093	1,036		5,093
WF Total (African Am.)		1,001	45		993
WF Total (API)		1,001	733		997
WF Total (Native Am.)		2,232	825		2,244
WF Total (Other)		1,287	323		1,980
WF Total (All)		28,610	8,439		28,610
WF % White		73.7%	64.9%		73.7%
WF % Latino		17.8%	12.3%		17.8%
WF % African Am.		3.5%	0.5%		3.5%
WF % API		3.5%	8.7%		3.5%
WF % Native Am.		7.8%	9.8%		7.8%
WF % Other		4.5%	3.8%		6.9%
No workforce data were found in the CCP for Del Norte County.					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4		
Latinos, all age groups	Asian, all age groups	Homeless, all age groups	Individuals at or below 200% FPL, all age groups		
CSS targets for Del Norte County focus on four distinct populations determined by race/ethnicity, housing status, or poverty. Targets focus on all age groups.					

Note: Sections with blanks indicates that data were not available.

Table 7j. El Dorado Hills County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	156,299	16,572	18,683	181,058	181,058
African American	813	149	230	1,409	1,409
African Am. %	0.5%	0.9%	1.2%	0.8%	0.8%
API	3,537	409	350	6,591	6,591
API %	2.3%	2.5%	1.9%	3.6%	3.6%
Latino	14,566	3,519	4,339	21,875	21,875
Latino%	9.3%	21.2%	23.2%	12.1%	12.1%
Native Am.	1,566	209	136	2,070	2,070
Native Am. %	1.0%	1.3%	0.7%	1.1%	1.1%
White	140,209	11,710	13,307	156,793	156,793
White %	89.7%	70.7%	71.2%	86.6%	86.6%
Other	6,806	580	317	7,278	7,278
Other%	4.4%	3.5%	1.7%	4.0%	4.0%
Language					
API	1,784				
API%	1.1%				
English	132,474				
English%	84.8%				
Spanish	9,470				
Spanish%	6.1%				
Other	356				
Other%	0.2%				
Age/Gender					
Total Population	156,299	16,572	18,683	181,058	181,058
Children	44,688	2,988	298	35,866	35,866
Children%	28.6%	18.0%	1.6%	19.8%	19.8%
TAY	6,763	4,016	1,778	20,523	20,523
TAY%	4.3%	24.2%	9.5%	11.3%	11.3%
Adult	85,652	7,144	13,524	85,175	85,175
Adult%	54.8%	43.1%	72.4%	47.0%	47.0%
Older Adult	25,946	2,425	3,082	39,494	39,494
Older Adult%	16.6%	14.6%	16.5%	21.8%	21.8%
Males	77,993	7,176	9,123	90,571	90,571
Male%	49.9%	43.3%	48.8%	50.0%	50.0%
Females	78,306	9,397	9,560	90,487	90,487
Female%	50.1%	56.7%	51.2%	50.0%	50.0%

Sociodemographic data for El Dorado Hills County are complete, with the exception of language, and appear to follow similar proportional patterns across data sources.

Table 7j. El Dorado Hills County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	50.0				
Licensed Direct WF	51.0				
Other Direct WF	1.0				
Direct Total FTE	0.0				
Indirect Total FTE	32.0				
WF Total (White)	141.0	140,209	11,710	13,307	156,793
WF Total (Latino)	25.0	14,566	3,519	4,339	21,875
WF Total (African Am.)	1.0	813	149	230	1,409
WF Total (API)	2.0	3,537	409	350	6,591
WF Total (Native Am.)	4.0	1,566	209	136	2,070
WF Total (Other)	1.0	6,806	580	317	7,278
WF Total (All)	174.0	156,299	16,572	18,683	181,058
WF % White	81.0%	89.7%	70.7%	71.2%	86.6%
WF % Latino	14.4%	9.3%	21.2%	23.2%	12.1%
WF % African Am.	0.6%	0.5%	0.9%	1.2%	0.8%
WF % API	1.1%	2.3%	2.5%	1.9%	3.6%
WF % Native Am.	2.3%	1.0%	1.3%	0.7%	1.1%
WF % Other	0.6%	4.4%	3.5%	1.7%	4.0%
Workforce data for El Dorado Hills County appear to reflect the general population of the county. Medi-Cal and CSS data indicate that there may be need for a slight increase in the proportion of Latinos on the mental health workforce.					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	
Youth at risk of out of home placement	Court-involved youth and their families	Adults with SMI who are imminently at risk of institutionalization or homelessness	TAY adults	Older adults	
The first three target populations for El Dorado Hills County are very focused. The fourth and fifth targets are more general in nature.					
WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4		
Bilingual, bicultural Spanish-speaking clinicians	Psychiatrists	Persons with lived experience (particularly consumers but inclusive of family members) at all levels of the system-including bilingual and bicultural Spanish-speaking consumers and family members	Generally-opportunities to "grow our own" in order to increase the mental health professional pool committed to working within the county		
WET target populations for El Dorado Hills are focused on specific subgroups and people with lived experience.					

Note: Sections with blanks indicates that data were not available.

Table 7k. Fresno County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	930,450	300,405		930,450	930,450
African American	81,880	23,151		49,523	49,523
African Am. %	8.8%	7.7%		5.3%	5.3%
API	87,462	32,456		90,762	90,762
API %	9.4%	10.8%		9.8%	9.8%
Latino	468,016	193,806		468,070	468,070
Latino%	50.3%	64.5%		50.3%	50.3%
Native Am.	5,583	1,894		15,649	15,649
Native Am. %	0.6%	0.6%		1.7%	1.7%
White	304,257	42,381		515,145	515,145
White %	32.7%	14.1%		55.4%	55.4%
Other	18,609	11,719		217,085	217,085
Other%	2.0%	3.9%		23.3%	23.3%
Language					
API	47,572				
API%	5.9%				
English	471,036				
English%	58.1%				
Spanish	262,787				
Spanish%	32.4%				
Other	29,852				
Other%	3.7%				
Age/Gender					
Total Population		300,405		930,450	930,450
Children	277,088	155,112		245,088	245,088
Children%	29.8%	51.6%		26.3%	26.3%
TAY	109,049			155,348	155,348
TAY%	11.7%			16.7%	16.7%
Adult	453,967	120,400		396,646	396,646
Adult%	48.8%	40.1%		42.6%	42.6%
Older Adult	90,347	29,894		133,368	133,368
Older Adult%	9.7%	10.0%		14.3%	14.3%
Males	464,853	136,312		464,811	464,811
Male%	50.0%	45.4%		50.0%	50.0%
Females	465,597	169,093		465,639	465,639
Female%	50.0%	56.3%		50.0%	50.0%

Sociodemographic data for Fresno County are relatively complete, with the exception of CSS data.

Table 7k. Fresno County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE	0.0				
Indirect Total FTE	0.0				
WF Total (White)	218.9	304,257	42,381		515,145
WF Total (Latino)		468,016	193,806		468,070
WF Total (African Am.)		81,880	23,151		49,523
WF Total (API)		87,462	32,456		90,762
WF Total (Native Am.)		5,583	1,894		15,649
WF Total (Other)		18,609	11,719		217,085
WF Total (All)	579.3	930,450	300,405		930,450
WF % White		32.7%	14.1%		55.4%
WF % Latino		50.3%	64.5%		50.3%
WF % African Am.		8.8%	7.7%		5.3%
WF % API		9.4%	10.8%		9.8%
WF % Native Am.		0.6%	0.6%		1.7%
WF % Other		2.0%	3.9%		23.3%

Workforce data found in the CCP for Fresno County are limited.

CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8	CSS Target Population 9
Latino, all ages	African American, all ages	API, all ages	Native American, all ages	Whites	Females	Males	Veterans	LGBTQ
WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4	WET Target Population 5	WET Target Population 6	WET Target Population 7	WET Target Population 8	WET Target Population 9
Latino, all ages	African American, all ages	API, all ages	Native American, all ages	Whites	Females	Males	Veterans	LGBTQ

CSS and WET targets for Fresno County are identical. With the exception of “Veterans” and “LGBTQ” targets, Fresno CSS and WET targets are quite broad, covering entire ethnic groups and ages.

Note: Sections with blanks indicates that data were not available.

Table 71. Glenn County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	28,111			28,122	28,122
African American	166			231	231
African Am. %	0.6%			0.8%	0.8%
API	857			746	746
API %	3.0%			2.7%	2.7%
Latino	9,741			10,539	10,539
Latino%	34.7%			37.5%	37.5%
Native Am.	495			619	619
Native Am. %	1.8%			2.2%	2.2%
White	16,411			19,990	19,990
White %	58.4%			71.1%	71.1%
Other	441			5,522	5,522
Other%	1.6%			19.6%	19.6%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population				28,122	28,122
Children	7,652			6,989	6,989
Children%	27.2%			24.9%	24.9%
TAY				3,834	3,834
TAY%				13.6%	13.6%
Adult	14,250			12,128	12,128
Adult%	50.7%			43.1%	43.1%
Older Adult	6209			5,171	5,171
Older Adult%	22.1%			18.4%	18.4%
Males	14,227			14,191	14,191
Male%	50.6%			50.5%	50.5%
Females	13,884			13,931	13,931
Female%	49.4%			49.5%	49.5%

Table 71. Glenn County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)		16,411			19,990
WF Total (Latino)		9,741			10,539
WF Total (African Am.)		166			231
WF Total (API)		857			746
WF Total (Native Am.)		495			619
WF Total (Other)		441			5,522
WF Total (All)		28,111			28,122
WF % White		58.4%			71.1%
WF % Latino		34.7%			37.5%
WF % African Am.		0.6%			0.8%
WF % API		3.0%			2.7%
WF % Native Am.		1.8%			2.2%
WF % Other		1.6%			19.6%
Workforce data for Glenn County were not noted.					

Note: Sections with blanks indicates that data were not available.

Table 7m. Humboldt County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	134,785	27,355	40,999	134,623	134,623
African American	1,031	540	479	1,505	1,505
African Am. %	0.8%	2.0%	1.2%	1.1%	1.1%
API	2,321	1,000	919	3,296	3,296
API %	1.7%	3.7%	2.2%	2.4%	2.4%
Latino	10,366	2,559	2,822	13,211	13,211
Latino%	7.8%	9.4%	6.9%	9.8%	9.8%
Native Am.	9,146	2,844	2,519	7,726	7,726
Native Am. %	6.9%	10.4%	6.1%	5.7%	5.7%
White	104,659	19,285	30,908	109,920	109,920
White %	78.8%	70.5%	75.4%	81.7%	81.7%
Other	5,271	1,127	3,352	5,003	5,003
Other%	4.0%	4.1%	8.2%	3.7%	3.7%
Language					
API	1,276				
API%	1.0%				
English		24,266			
English%		88.7%			
Spanish	5,442	1,577			
Spanish%	5.0%	5.8%			
Other	2567	1,140			
Other%	2.0%	4.2%			
Age/Gender					
Total Population	134,785	27,355	16,069	134,623	134,623
Children	22,431	9,733	39.2%	23,832	23,832
Children%	16.6%	35.6%	6,126	17.7%	17.7%
TAY	21,898	3,958	14.9%	22,166	22,166
TAY%	16.2%	14.5%	17,665	16.5%	16.5%
Adult	64,247	10,463	43.1%	61,866	61,866
Adult%	47.7%	38.2%	1,139	46.0%	46.0%
Older Adult	26,209	3,201	2.8%	26,759	26,759
Older Adult%	19.4%	11.7%		19.9%	19.9%
Males	66,901	12,387		67,595	67,595
Male%	49.6%	45.3%		50.2%	50.2%
Females	67,884	14,968		67,028	67,028
Female%	50.4%	54.7%		49.8%	49.8%

Sociodemographic data are complete for Humboldt County and have similar proportional patterns across data sources.

Table 7m. Humboldt County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	117.5				
Licensed Direct WF	82.5				
Other Direct WF	33.0				
Direct Total FTE	233.0				
Indirect Total FTE	119.5				
WF Total (White)	304.5	104,659	19,285	30,908	109,920
WF Total (Latino)	17.0	10,366	2,559	2,822	13,211
WF Total (African Am.)	13.0	1,031	540	479	1,505
WF Total (API)	10.0	2,321	1,000	919	3,296
WF Total (Native Am.)	3.0	9,146	2,844	2,519	7,726
WF Total (Other)	5.0	5,271	1,127	3,352	5,003
WF Total (All)	352.5	134,785	27,355	40,999	134,623
WF % White	86.4%	78.8%	70.5%	75.4%	81.7%
WF % Latino	4.8%	7.8%	9.4%	6.9%	9.8%
WF % African Am.	3.7%	0.8%	2.0%	1.2%	1.1%
WF % API	2.8%	1.7%	3.7%	2.2%	2.4%
WF % Native Am.	0.9%	6.9%	10.4%	6.1%	5.7%
WF % Other	1.4%	4.0%	4.1%	8.2%	3.7%
Workforce data for Humboldt County are complete and appear to be proportionate with general, Medi-Cal, CSS, and DOF population data, with one exception. It appears there is a need for greater representation of workforce staff that is Native American.					
CSS Target Population 1		CSS Target Population 2		CSS Target Population 3	
Native American		TAY		Latino	
CSS targets for Humboldt County are quite focused.					
WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4		
Native American	Latino	Spanish as primary language	Peer client and peer family member staff		
In Humboldt County, WET target populations appear focused and are similar CSS target populations.					

Note: Sections with blanks indicates that data were not available.

Table 7n. Imperial County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	166,874	52,517	89,637	174,528	174,528
African American	2,169	877	1,878	5,773	5,773
African Am. %	1.3%	1.7%	2.1%	3.3%	3.3%
API	834	283	2,107	3,008	3,008
API %	0.5%	0.5%	2.4%	1.7%	1.7%
Latino	131,664	44,642	67,215	140,271	140,271
Latino%	78.9%	85.0%	75.0%	80.4%	80.4%
Native Am.	501	478	2,129	3,059	3,059
Native Am. %	0.3%	0.9%	2.4%	1.8%	1.8%
White	30,204	4,601	14,923	102,553	102,553
White %	18.1%	8.8%	16.6%	58.8%	58.8%
Other	1,502	1,636	1,385	52,413	52,413
Other%	0.9%	3.1%	1.5%	30.0%	30.0%
Language					
API					
API%					
English	48,727	20,887			
English%	29.2%	39.8%			
Spanish	114,309	29,498			
Spanish%	68.5%	56.2%			
Other	3,838	2,132			
Other%	2.3%	4.1%			
Age/Gender					
Total Population	166,874	52,517		174,528	174,528
Children	56,570	23,202	28,244	44,878	44,878
Children%	33.9%	44.2%	31.5%	25.7%	25.7%
TAY	13,183	4,942	6,236	27,649	27,649
TAY%	7.9%	9.4%	7.0%	15.8%	15.8%
Adult	79,599	15,612	45,948	76,482	76,482
Adult%	47.7%	29.7%	51.3%	43.8%	43.8%
Older Adult	17,522	8,761	9,209	25,519	25,519
Older Adult%	10.5%	16.7%	10.3%	14.6%	14.6%
Males	86,674	22,967		89,646	89,646
Male%	51.9%	43.7%		51.4%	51.4%
Females	80,200	29,550		84,882	84,882
Female%	48.1%	56.3%		48.6%	48.6%

Sociodemographic data for Imperial County are relatively complete and appear to follow similar proportional patterns across subgroups within different data sources. There are a smaller proportion of white individuals in the general and Medi-Cal population data when compared to US Census data, which may be attributed to differences in definitions for race/ethnicity.

Table 7n. Imperial County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	85.0				
Licensed Direct WF	28.5				
Other Direct WF	11.0				
Direct Total FTE	124.5				
Indirect Total FTE	127.0				
WF Total (White)	206.0	30,204	4,601	14,923	102,553
WF Total (Latino)	211.0	131,664	44,642	67,215	140,271
WF Total (African Am.)	3.0	2,169	877	1,878	5,773
WF Total (API)	3.0	834	283	2,107	3,008
WF Total (Native Am.)	2.0	501	478	2,129	3,059
WF Total (Other)	1.5	1,502	1,636	1,385	52,413
WF Total (All)	251.5	166,874	52,517	89,637	174,528
WF % White	81.9%	18.1%	8.8%	16.6%	58.8%
WF % Latino	83.9%	78.9%	85.0%	75.0%	80.4%
WF % African Am.	1.2%	1.3%	1.7%	2.1%	3.3%
WF % API	1.2%	0.5%	0.5%	2.4%	1.7%
WF % Native Am.	0.8%	0.3%	0.9%	2.4%	1.8%
WF % Other	0.6%	0.9%	3.1%	1.5%	30.0%
Workforce data for Imperial County appear complete. The workforce appears to be reflective of the general, Medi-Cal, CSS, and DOF populations, with a high proportion of Latino mental health staff.					
CSS Target Population 1		CSS Target Population 2		CSS Target Population 3	
Children and youth		TAY		Adult	
				CSS Target Population 4	
				Older adults	
CSS target populations are general, including the entire population for Imperial County.					
WET Target Population 1					
Latinos					
The only WET target population focuses on the most populous ethnic group, Latinos, in Imperial County.					

Note: Sections with blanks indicates that data were not available.

Table 7o. Inyo County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	17,449	3,416		18,546	18,546
African American	30	30		109	109
African Am. %	0.2%	0.9%		0.6%	0.6%
API	261	21		259	259
API %	1.5%	0.6%		1.4%	1.4%
Latino	2,986	913		3,597	3,597
Latino%	17.1%	26.7%		19.4%	19.4%
Native Am.	1,751	687		2,121	2,121
Native Am. %	10.0%	20.1%		11.4%	11.4%
White	12,072	1,671		13,741	13,741
White %	69.2%	48.9%		74.1%	74.1%
Other	349	94		1,676	1,676
Other%	2.0%	2.8%		9.0%	9.0%
Language					
API					
API%					
English		2,602			
English%		76.2%			
Spanish		669			
Spanish%		19.6%			
Other		145			
Other%		4.2%			
Age/Gender					
Total Population	17,449	3,416		18,546	18,546
Children	3,648	1,067		3,420	3,420
Children%	20.9%	31.2%		18.4%	18.4%
TAY				1,918	1,918
TAY%				10.3%	10.3%
Adult	8,466	1,206		8,334	8,334
Adult%	48.5%	35.3%		44.9%	44.9%
Older Adult	5,335	1,143		4,874	4,874
Older Adult%	30.6%	33.5%		26.3%	26.3%
Males	8,562	1,497		9,354	9,354
Male%	49.1%	43.8%		50.4%	50.4%
Females	8,887	1,919		9,192	9,192
Female%	50.9%	56.2%		49.6%	49.6%

Within Inyo County, the sociodemographic data for the Medi-Cal population is complete. There are a few gaps in the sociodemographic data from other sources.

Table 7o. Inyo County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	13.0				
Licensed Direct WF	4.0				
Other Direct WF	1.0				
Direct Total FTE	18.0				
Indirect Total FTE	9.3				
WF Total (White)	21.2	12,072	1671		13,741
WF Total (Latino)	2.0	2,986	913		3,597
WF Total (African Am.)	0.0	30	30		109
WF Total (API)	1.0	261	21		259
WF Total (Native Am.)	3.0	1,751	687		2,121
WF Total (Other)	0.0	349	94		1,676
WF Total (All)	27.2	17,449	3,416		18,546
WF % White	77.9%	69.2%	48.9%		74.1%
WF % Latino	7.4%	17.1%	26.7%		19.4%
WF % African Am.	0.0%	0.2%	0.9%		0.6%
WF % API	3.7%	1.5%	0.6%		1.4%
WF % Native Am.	11.0%	10.0%	20.1%		11.4%
WF % Other	0.0%	2.0%	2.8%		9.0%
Workforce data for Inyo County appear to be complete. It appears there is a disparity in Latino mental health staff when workforce data are compared to the general, Medi-Cal, and DOF populations.					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6
Latino	Native Americans	LGBTQ	TAY	Adults	Older adults
The first three target CSS populations for Inyo County seem to reflect and address some disparities in workforce FTEs and populations in need.					
WET Target Population 1					
Spanish speaking staff					
The only WET target population focuses on a need that appears supported in the sociodemographic data.					

Note: Sections with blanks indicates that data were not available.

Table 7p. Kern County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	786,000	839,631		839,631	839,631
African American	47,160	48,921		48,921	48,921
African Am. %	6.0%	5.8%		5.8%	5.8%
API		36,098		36,098	36,098
API %		4.3%		4.3%	4.3%
Latino	361,560	413,033		413,033	413,033
Latino%	46.0%	49.2%		49.2%	49.2%
Native Am.		12,676		12,676	12,676
Native Am. %		1.5%		1.5%	1.5%
White	495,180	499,766		499,766	499,766
White %	63.0%	59.5%		59.5%	59.5%
Other		204,314		204,314	204,314
Other%		24.3%		24.3%	24.3%
Language					
API					
API%					
English	471,600				
English%	60.0%				
Spanish	282,960				
Spanish%	36.0%				
Other					
Other%					
Age/Gender					
Total Population	786,000			839,631	839,631
Children	322,260			224,588	224,588
Children%	41.0%			26.7%	26.7%
TAY				136,409	136,409
TAY%				16.2%	16.2%
Adult	393,000			369,145	369,145
Adult%	50.0%			44.0%	44.0%
Older Adult	70,740			109,489	109,489
Older Adult%	9.0%			13.0%	13.0%
Males	408,720			433,108	433,108
Male%	52.0%			51.6%	51.6%
Females	377,280			406,523	406,523
Female%	48.0%			48.4%	48.4%

Sociodemographic data for Kern County have some gaps but contain most of the needed general population variables.

Table 7p. Kern County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)		495,180	499,766		499,766
WF Total (Latino)		361,560	413,033		413,033
WF Total (African Am.)		47,160	48,921		48,921
WF Total (API)			36,098		36,098
WF Total (Native Am.)			12,676		12,676
WF Total (Other)			204,314		204,314
WF Total (All)		786,000	839,631		839,631
WF % White		63.0%	59.5%		59.5%
WF % Latino		46.0%	49.2%		49.2%
WF % African Am.		6.0%	5.8%		5.8%
WF % API			4.3%		4.3%
WF % Native Am.			1.5%		1.5%
WF % Other			24.3%		24.3%
Workforce data were not noted for Kern County in the CCP.					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	
People with severe and persistently mentally illness	TAY 17-25	Older adults 55+	Individuals in recovery	Individuals with co-occurring disorders	
Kern County provides a relatively unique and well-focused mix of target populations. There is no differentiation between target populations for CSS, Medi-Cal, MHSA, or other populations.					

Note: Sections with blanks indicates that data were not available.

Table 7q. Kings County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	14,1225	34,068		152,982	152,982
African American	1,1722	2,385		11,014	11,014
African Am. %	8.3%	7.0%		7.2%	7.2%
API	4,378	1,022		5,891	5,891
API %	3.1%	3.0%		3.9%	3.9%
Latino	64,964	23,166		77,866	77,866
Latino%	46.0%	68.0%		50.9%	50.9%
Native Am.	1,836	102		2,562	2,562
Native Am. %	1.3%	0.3%		1.7%	1.7%
White	56,066	6,814		83,027	83,027
White %	39.7%	20.0%		54.3%	54.3%
Other	2,260	920		42,996	42,996
Other%	1.6%	2.7%		28.1%	28.1%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population	141,225			152,982	152,982
Children	39,543			37,998	37,998
Children%	28.0%			24.8%	24.8%
TAY				24,961	24,961
TAY%				16.3%	16.3%
Adult	90,808			72,390	72,390
Adult%	64.3%			47.3%	47.3%
Older Adult	10,733			17,633	17,633
Older Adult%	7.6%			11.5%	11.5%
Males	80,498			86,344	86,344
Male%	57.0%			56.4%	56.4%
Females	60,727			66,638	66,638
Female%	43.0%			43.6%	43.6%

Sociodemographic data for Kings County has several gaps.

Table 7q. Kings County Profile: Cultural Competency Plan (Continued)

Workforce Data (FTEs)	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)		56,066	6,814		83,027
WF Total (Latino)		64,964	23,166		77,866
WF Total (African Am.)		1,1722	2,385		11,014
WF Total (API)		4,378	1,022		5,891
WF Total (Native Am.)		1,836	102		2,562
WF Total (Other)		2,260	920		42,996
WF Total (All)		14,1225	34,068		152,982
WF % White		39.7%	20.0%		54.3%
WF % Latino		46.0%	68.0%		50.9%
WF % African Am.		8.3%	7.0%		7.2%
WF % API		3.1%	3.0%		3.9%
WF % Native Am.		1.3%	0.3%		1.7%
WF % Other		1.6%	2.7%		28.1%

Workforce data were not noted for Kings County.

Note: Sections with blanks indicates that data were not available.

Table 7r. Lake County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	64,386	1,236		64,665	64,665
African American	1,689	53		1,232	1,232
African Am. %	2.6%	4.3%	4.4%	1.9%	1.9%
API	677	10		832	832
API %	1.1%	0.8%	1.1%	1.3%	1.3%
Latino	9,000	79		11,088	11,088
Latino%	14.0%	6.4%	10.5%	17.1%	17.1%
Native Am.	2,335	47		2,049	2,049
Native Am. %	3.6%	3.8%	3.4%	3.2%	3.2%
White	49,132	998		52,033	52,033
White %	76.3%	80.7%	80.1%	80.5%	80.5%
Other		49		5,455	5,455
Other%	0.0%	4.0%	0.5%	8.4%	8.4%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population	64,386	1,236		64,665	64,665
Children	14,850	400		11,955	11,955
Children%	23.1%	32.4%	23.0%	18.5%	18.5%
TAY	5,794			7,378	7,378
TAY%	9.0%			11.4%	11.4%
Adult	36,587	738		28,735	28,735
Adult%	56.8%	59.7%		44.4%	44.4%
Older Adult	11,949	98		16,597	16,597
Older Adult%	18.6%	7.9%	25.0%	25.7%	25.7%
Males	31,694	570		32,469	32,469
Male%	49.2%	46.1%		50.2%	50.2%
Females	32,692	666		32,196	32,196
Female%	50.8%	53.9%		49.8%	49.8%

Sociodemographic data for Lake County are relatively complete for all data sources. No data on languages spoken were found in the CCP.

Table 7r. Lake County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)		49,132	998		52,033
WF Total (Latino)		9,000	79		11,088
WF Total (African Am.)		1,689	53		1,232
WF Total (API)		677	10		832
WF Total (Native Am.)		2,335	47		2,049
WF Total (Other)			49		5,455
WF Total (All)		64,386	1,236		64,665
WF % White		76.3%	80.7%	80.1%	80.5%
WF % Latino		14.0%	6.4%	10.5%	17.1%
WF % African Am.		2.6%	4.3%	4.4%	1.9%
WF % API		1.1%	0.8%	1.1%	1.3%
WF % Native Am.		3.6%	3.8%	3.4%	3.2%
WF % Other		0.0%	4.0%	0.5%	8.4%
No workforce data were found for Lake County.					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6
Individuals experiencing onset of serious psychiatric illness	Underserved cultural populations	Children and Youth at risk of school failure	Trauma exposed individuals	Children and youth in stressed families	Children and youth at risk of or experiencing juvenile justice involvement
CSS target populations for Lake County are quite specific, with a focus on individuals with severe mental illness and experience with trauma. No WET target populations were noted.					

Note: Sections with blanks indicates that data were not available.

Table 7s. Lassen County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	34,895	4,967	9,059	34,895	34,895
African American	2,826	122	89	2,834	2,834
African Am. %	8.1%	2.5%	1.0%	8.1%	8.1%
API	523	40	95	521	521
API %	1.5%	0.8%	1.0%	1.5%	1.5%
Latino	6,107	598	1,077	6,117	6,117
Latino%	17.5%	12.0%	11.9%	17.5%	17.5%
Native Am.	1,221	302	515	1,234	1,234
Native Am. %	3.5%	6.1%	5.7%	3.5%	3.5%
White	23,275	3,642	6,983	25,532	25,532
White %	66.7%	73.3%	77.1%	73.2%	73.2%
Other	1,221	263	300	3,562	3,562
Other%	3.5%	5.3%	3.3%	10.2%	10.2%
Language					
API					
API%					
English		4,344			
English%		87.5%			
Spanish		307			
Spanish%		6.2%			
Other	5,583	313			
Other%	16.0%	6.3%			
Age/Gender					
Total Population	34,895	4,967	9,059	34,895	34,895
Children	6,456	1,950	3,146	5,483	5,483
Children%	18.5%	39.3%	34.7%	15.7%	15.7%
TAY		910		5,181	5,181
TAY%		18.3%		14.8%	14.8%
Adult	25,299	1,841	5,913	18,925	18,925
Adult%	72.5%	37.1%	65.3%	54.2%	54.2%
Older Adult	3,141	266		5,306	5,306
Older Adult%	9.0%	5.4%		15.2%	15.2%
Males			4,358	22,416	22,416
Male%			48.1%	64.2%	64.2%
Females			4,701	12,479	12,479
Female%			51.9%	35.8%	35.8%

For Lassen County, sociodemographic data are relatively complete and consistent across different data sources.

Table 7s. Lassen County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	12.0				
Licensed Direct WF	8.0				
Other Direct WF	2.5				
Direct Total FTE	22.5				
Indirect Total FTE	21.0				
WF Total (White)	39.5	23,275	3,642	6,983	25,532
WF Total (Latino)	3.0	6,107	598	1,077	6,117
WF Total (African Am.)	0.0	2,826	122	89	2,834
WF Total (API)	0.0	523	40	95	521
WF Total (Native Am.)	1.0	1,221	302	515	1,234
WF Total (Other)	0.0	1,221	263	300	3,562
WF Total (All)	43.5	34,895	4,967	9,059	34,895
WF % White	90.8%	66.7%	73.3%	77.1%	73.2%
WF % Latino	6.9%	17.5%	12.0%	11.9%	17.5%
WF % African Am.	0.0%	8.1%	2.5%	1.0%	8.1%
WF % API	0.0%	1.5%	0.8%	1.0%	1.5%
WF % Native Am.	2.3%	3.5%	6.1%	5.7%	3.5%
WF % Other	0.0%	3.5%	5.3%	3.3%	10.2%
Workforce data appear complete for Lassen County. The Lassen mental health workforce is predominantly white, while the general, Medi-Cal, CSS, and DOF data reflect staffing needs for slightly higher proportions of Latino, Native American, and African American populations.					
CSS Target Population 1		CSS Target Population 2		CSS Target Population 3	
Children and youth at risk of or experiencing juvenile justice involvement		Geographically isolated communities (Herlong and Doyel, Big Valley, Westwood)		Outreach to the older adult populations	
CSS Target populations for Lassen County are quite focused on at-risk populations and geographies. No targets were noted for WET populations.					

Note: Sections with blanks indicates that data were not available.

Table 7t. Los Angeles County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	10,416,096	2,030,535	3,734,626	9,818,605	9,818,605
African American	944,152	233,394	364,446	856,874	856,874
African Am. %	9.1%	11.5%	9.8%	8.7%	8.7%
API	1,391,495	226,385	370,349	1,372,959	1,372,959
API %	13.4%	11.1%	9.9%	14.0%	14.0%
Latino	4,917,644	1,242,950	2,426,069	4,687,889	4,687,889
Latino%	47.2%	61.2%	65.0%	47.7%	47.7%
Native Am.	27,612	2,260	9,180	72,828	72,828
Native Am. %	0.3%	0.1%	0.2%	0.7%	0.7%
White	3,135,193	246,041	564,582	4,936,599	4,936,599
White %	30.1%	12.1%	15.1%	50.3%	50.3%
Other		79,505		2,140,632	2,140,632
Other%		3.9%		21.8%	21.8%
Language					
API					
API%					
English		834,416			
English%		46.2%			
Spanish		777,748			
Spanish%		43.0%			
Other		225,850			
Other%		12.5%			
Age/Gender					
Total Population	10,416,096	2,030,535	3,734,626	9,818,605	9,818,605
Children	2,367,592	1,013,346	1,138,654	2,103,652	2,103,652
Children%	22.7%	49.9%	30.5%	21.4%	21.4%
TAY	1,560,167	318,828	585,904	1,514,741	1,514,741
TAY%	15.0%	15.7%	15.7%	15.4%	15.4%
Adult	4,915,321	375,689	1,540,601	4,682,277	4,682,277
Adult%	47.2%	18.5%	41.3%	47.7%	47.7%
Older Adult	1,573,016	320,859	469,376	1,517,935	1,517,935
Older Adult%	15.1%	15.8%	12.6%	15.5%	15.5%
Males	5,161,564	911,809	1,769,196	4,839,654	4,839,654
Male%	49.6%	44.9%	47.4%	49.3%	49.3%
Females	5,254,532	1,118,945	1,965,430	4,978,951	4,978,951
Female%	50.4%	55.1%	52.6%	50.7%	50.7%

With the exception of language, the Los Angeles County sociodemographic data appear complete, and are consistent across sources.

Table 7t. Los Angeles County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population	
Workforce Data (FTEs)						
Unlicensed WF	3,438.5					
Licensed Direct WF	4,271.4					
Other Direct WF	324.4					
Direct Total FTE	8,034.4					
Indirect Total FTE	4839.1					
WF Total (White)	4,150.4	3,135,193	246,041	564,582	4,936,599	
WF Total (Latino)	4,579.1	4,917,644	1,242,950	2,426,069	4,687,889	
WF Total (African Am.)	1,943.9	944,152	233,394	364,446	856,874	
WF Total (API)	10,131.4	1,391,495	226,385	370,349	1,372,959	
WF Total (Native Am.)	6,694.2	27,612	2,260	9,180	72,828	
WF Total (Other)	11,212.8		79,505		2,140,632	
WF Total (All)	12,873.5	10,416,096	2,030,535	3,734,626	9,818,605	
WF % White	32.2%	30.1%	12.1%	15.1%	50.3%	
WF % Latino	35.6%	47.2%	61.2%	65.0%	47.7%	
WF % African Am.	15.1%	9.1%	11.5%	9.8%	8.7%	
WF % API	78.7%	13.4%	11.1%	9.9%	14.0%	
WF % Native Am.	52.0%	0.3%	0.1%	0.2%	0.7%	
WF % Other	87.1%		3.9%		21.8%	
Workforce data are complete for Los Angeles County. The percent of the workforce population data by race and ethnicity are a bit challenging to follow. It appears, however, that the Los Angeles mental health workforce is relatively diverse.						
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7
API	Latinos	Children 0-15	TAY 16-25	Older adults +60	Threshold Language Communities (Arabic, Armenian, Cantonese, Farsi, Korean, Mandarin, Other Chinese, Russian, Spanish, Tagalog, and Vietnamese)	Women
Los Angeles County CSS targets are rather broad, including a large number of individuals and populations.						
WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4			
API	Latinos	Older adults +60	Threshold Language Communities (Arabic, Armenian, Cantonese, Farsi, Korean, Mandarin, Other Chinese, Russian, Spanish, Tagalog, and Vietnamese)			
Los Angeles County WET target populations are relatively broad, including a large number of individuals and populations.						

Note: Sections with blanks indicates that data were not available.

Table 7u. Madera County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	150,865	38,963	11,103	150,865	150,865
African American	5,582	1,184	635	5,629	5,629
African Am. %	3.7%	3.0%	5.7%	3.7%	3.7%
API	3,017	536	196	2,964	2,964
API %	2.0%	1.4%	1.8%	2.0%	2.0%
Latino	81,015	27,569	5,314	80,992	80,992
Latino%	53.7%	70.8%	47.9%	53.7%	53.7%
Native Am.	4,073	302	138	4,136	4,136
Native Am. %	2.7%	0.8%	1.2%	2.7%	2.7%
White	57,329	8,219	4,197	94,456	94,456
White %	38.0%	21.1%	37.8%	62.6%	62.6%
Other	6,336	1,153	151	37,380	37,380
Other%	4.2%	3.0%	1.4%	24.8%	24.8%
Language					
API					
API%					
English	88,558	18,631			
English%	58.7%	47.8%			
Spanish		49			
Spanish%					
Other	62,307	1,366			
Other%	41.3%	3.5%			
Age/Gender					
Total Population		38,963	11,103	150,865	150,865
Children	44,354	20,417	2,806	37,916	37,916
Children%	29.4%	52.4%	25.3%	25.1%	25.1%
TAY		3,840	2,460	22,910	22,910
TAY%		9.9%	22.2%	15.2%	15.2%
Adult	90,821	11,516	4,176	65,411	65,411
Adult%	60.2%	29.6%	37.6%	43.4%	43.4%
Older Adult	15,690	3,190	868	24,628	24,628
Older Adult%	10.4%	8.2%	7.8%	16.3%	16.3%
Males	72,566	17,370	4,004	72,682	72,682
Male%	48.1%	44.6%	36.1%	48.2%	48.2%
Females	78,299	21,593	6,483	78,183	78,183
Female%	51.9%	55.4%	58.4%	51.8%	51.8%

Sociodemographic data for Madera County appear solid overall, with limited data on languages spoken.

Table 7u. Madera County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	31.0				
Licensed Direct WF	31.2				
Other Direct WF	1.0				
Direct Total FTE	63.2				
Indirect Total FTE	52.0				
WF Total (White)	52.0	57,329	8,219	4,197	94,456
WF Total (Latino)	48.0	81,015	27,569	5,314	80,992
WF Total (African Am.)	6.0	5,582	1,184	635	5,629
WF Total (API)	3.2	3,017	536	196	2,964
WF Total (Native Am.)	0.0	4,073	302	138	4,136
WF Total (Other)	6.0	6,336	1,153	151	37,380
WF Total (All)	115.2	150,865	38,963	11,103	150,865
WF % White	45.1%	38.0%	21.1%	37.8%	62.6%
WF % Latino	41.7%	53.7%	70.8%	47.9%	53.7%
WF % African Am.	5.2%	3.7%	3.0%	5.7%	3.7%
WF % API	2.8%	2.0%	1.4%	1.8%	2.0%
WF % Native Am.	0.0%	2.7%	0.8%	1.2%	2.7%
WF % Other	5.2%	4.2%	3.0%	1.4%	24.8%
Madera’s workforce data appear to reflect the composition of the general population. The Medi-Cal population, however, indicate that over 70% of Medi-Cal recipients are Latino in Madera County. Thus, it appears there is a need for greater representation of Latinos on the Madera mental health workforce.					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6
Latinos	Children 0-5 years	TAY (18-25 years)	Older Adults 65+	Males	Adults
CSS target populations for Madera County focus on a large part of the general population.					
WET Target Population 1			WET Target Population 2		
Latinos			Spanish speakers		
WET targets appear to reflect needs in the general population, with a larger Latino population.					

Note: Sections with blanks indicates that data were not available.

Table 7v. Marin County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	248,794	21,978		252,409	252,409
African American	7,713	1,903		6,987	6,987
African Am. %	3.1%	8.7%		2.8%	2.8%
API	14,312	1,403		14,270	14,270
API %	5.8%	6.4%		5.7%	5.7%
Latino	35,016	9,598		39,069	39,069
Latino%	14.1%	43.7%		15.5%	15.5%
Native Am.	1,455	73		1,523	1,523
Native Am. %	0.6%	0.3%		0.6%	0.6%
White	218,870	8,381		201,963	201,963
White %	88.0%	38.1%		80.0%	80.0%
Other	6,444	620		16,973	16,973
Other%	2.6%	2.8%		6.7%	6.7%
Language					
API					
API%					
English					
English%	89.8%				
Spanish					
Spanish%	7.7%				
Other					
Other%					
Age/Gender					
Total Population				252,409	252,409
Children				46,505	46,505
Children%				18.4%	18.4%
TAY				22,595	22,595
TAY%				9.0%	9.0%
Adult				121,855	121,855
Adult%				48.3%	48.3%
Older Adult				61,454	61,454
Older Adult%				24.3%	24.3%
Males				124,072	124,072
Male%				49.2%	49.2%
Females				128,337	128,337
Female%				50.8%	50.8%

Sociodemographic data are limited for Marin County.

Table 7v. Marin County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population								
Workforce Data (FTEs)													
Unlicensed WF	180.0												
Licensed Direct WF	310.0												
Other Direct WF	36.0												
Direct Total FTE	526.0												
Indirect Total FTE	193.3												
WF Total (White)	452.0	218,870	8,381		201,963								
WF Total (Latino)	90.3	35,016	9,598		39,069								
WF Total (African Am.)	43.5	7,713	1,903		6,987								
WF Total (API)	47.5	14,312	1,403		14,270								
WF Total (Native Am.)	0.0	1,455	73		1,523								
WF Total (Other)	86.0	6,444	620		16,973								
WF Total (All)	719.3	248,794	21,978		252,409								
WF % White	62.8%	88.0%	38.1%		80.0%								
WF % Latino	12.5%	14.1%	43.7%		15.5%								
WF % African Am.	6.0%	3.1%	8.7%		2.8%								
WF % API	6.6%	5.8%	6.4%		5.7%								
WF % Native Am.	0.0%	0.6%	0.3%		0.6%								
WF % Other	12.0%	2.6%	2.8%		6.7%								
Workforce data for Marin County appear to reflect the general population composition. The Medi-Cal population data, however, indicate there is a higher proportion of Medi-Cal recipients who are Latino. Thus, it appears there is a need for greater representation of Latino mental health staff in Marin.													
<table border="1" style="width:100%; text-align:center;"> <thead> <tr> <th>CSS Target Population 1</th> <th>CSS Target Population 2</th> <th>CSS Target Population 3</th> <th>CSS Target Population 4</th> </tr> </thead> <tbody> <tr> <td>Latino</td> <td>API</td> <td>African Americans</td> <td>Residents of West Marin</td> </tr> </tbody> </table>						CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	Latino	API	African Americans	Residents of West Marin
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4										
Latino	API	African Americans	Residents of West Marin										
CSS targets focus on the most populous minority populations in Marin County, and a geographic area in need. There was no differentiation between CSS, MHSA, Medi-Cal, and WET target populations.													

Note: Sections with blanks indicates that data were not available.

Table 7w. Mariposa County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	18,251			18,251	18,251
African American	206			138	138
African Am. %	1.1%			0.8%	0.8%
API	170			230	230
API %	0.9%			1.3%	1.3%
Latino	1,866			1,676	1,676
Latino%	10.2%			9.2%	9.2%
Native Am.	602			527	527
Native Am. %	3.3%			2.9%	2.9%
White	16,169			16,103	16,103
White %	88.6%			88.2%	88.2%
Other				508	508
Other%				2.8%	2.8%
Language					
API					
API%					
English	15,445				
English%	84.6%				
Spanish	559				
Spanish%	3.1%				
Other					
Other%					
Age/Gender					
Total Population				18,251	18,251
Children	3,741			2,802	2,802
Children%	20.5%			15.4%	15.4%
TAY				1,794	1,794
TAY%				9.8%	9.8%
Adult	9,121			8,244	8,244
Adult%	50.0%			45.2%	45.2%
Older Adult	4,921			5,411	5,411
Older Adult%	27.0%			29.6%	29.6%
Males	9,081			9,269	9,269
Male%	49.8%			50.8%	50.8%
Females	8,711			8,982	8,982
Female%	47.7%			49.2%	49.2%

There are many gaps in the sociodemographic data for Mariposa County.

Table 7w. Mariposa County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)		16,169			16,103
WF Total (Latino)		1,866			1,676
WF Total (African Am.)		206			138
WF Total (API)		170			230
WF Total (Native Am.)		602			527
WF Total (Other)					508
WF Total (All)		18,251			18,251
WF % White		88.6%			88.2%
WF % Latino		10.2%			9.2%
WF % African Am.		1.1%			0.8%
WF % API		0.9%			1.3%
WF % Native Am.		3.3%			2.9%
WF % Other					2.8%
No workforce data were noted in the Mariposa County CCP.					

Note: Sections with blanks indicates that data were not available.

Table 7x. Mendocino County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	90,816	22,688	33,731	87,841	87,841
African American	545	231	228	622	622
African Am. %	0.6%	1.0%	0.7%	0.7%	0.7%
API	2,180	334	561	1,569	1,569
API %	2.4%	1.5%	1.7%	1.8%	1.8%
Latino	14,985	7,000	7,924	19,505	19,505
Latino%	16.5%	30.9%	23.5%	22.2%	22.2%
Native Am.	4,023	1,828	2,014	4,277	4,277
Native Am. %	4.4%	8.1%	6.0%	4.9%	4.9%
White	73,379	12,611	21,773	67,218	67,218
White %	80.8%	55.6%	64.5%	76.5%	76.5%
Other	11,534	687	1,232	10,185	10,185
Other%	12.7%	3.0%	3.7%	11.6%	11.6%
Language					
API					
API%					
English		15,761			
English%		69.5%			
Spanish		4,910			
Spanish%		21.6%			
Other		988			
Other%		4.4%			
Age/Gender					
Total Population	90,816	22,688	33,731	87,841	87,841
Children	25,701	9,773	10,823	17,186	17,186
Children%	28.3%	43.1%	32.1%	19.6%	19.6%
TAY			3,869	10,414	10,414
TAY%			11.5%	11.9%	11.9%
Adult		10,068	14,348	39,614	39,614
Adult%		44.4%	42.5%	45.1%	45.1%
Older Adult	16,256	2,848	3,377	20,627	20,627
Older Adult%	17.9%	12.6%	10.0%	23.5%	23.5%
Males	45,136	10,226		43,983	43,983
Male%	49.7%	45.1%		50.1%	50.1%
Females	45,680	12,462		43,858	43,858
Female%	50.3%	54.9%		49.9%	49.9%

Sociodemographic data are relatively complete, with the exception of language variables, and possess similar proportions across different data sources.

Table 7x. Mendocino County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	142.8				
Licensed Direct WF	125.4				
Other Direct WF	0.0				
Direct Total FTE	268.2				
Indirect Total FTE	117.9				
WF Total (White)	313.6	73,379	12,611	21,773	67,218
WF Total (Latino)	28.0	14,985	7,000	7,924	19,505
WF Total (African Am.)	8.5	545	231	228	622
WF Total (API)	5.0	2,180	334	561	1,569
WF Total (Native Am.)	20.0	4,023	1,828	2,014	4,277
WF Total (Other)	6.4	11,534	687	1,232	10,185
WF Total (All)	381.5	90,816	22,688	33,731	87,841
WF % White	82.2%	80.8%	55.6%	64.5%	76.5%
WF % Latino	7.3%	16.5%	30.9%	23.5%	22.2%
WF % African Am.	2.2%	0.6%	1.0%	0.7%	0.7%
WF % API	1.3%	2.4%	1.5%	1.7%	1.8%
WF % Native Am.	5.2%	4.4%	8.1%	6.0%	4.9%
WF % Other	1.7%	12.7%	3.0%	3.7%	11.6%
Workforce data for Mendocino appear complete. In comparing workforce data to the general, Medi-Cal, CSS, and DOF populations, it appears there is a need for a greater proportion of mental health workforce representation from the Latino population.					
CSS Target Population 1		CSS Target Population 2		CSS Target Population 3	
Ethnic groups		Children		TAY	
CSS targets are broad for Mendocino county. There are no WET targets.					

Note: Sections with blanks indicates that data were not available.

Table 7y. Merced County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	273,935	2,803		255,793	255,793
African American	6,920	274		9,926	9,926
African Am. %	2.5%	9.8%		3.9%	3.9%
API	16,299	337		19,419	19,419
API %	6.0%	12.0%		7.6%	7.6%
Latino	153,698	883		140,485	140,485
Latino%	56.1%	31.5%		54.9%	54.9%
Native Am.	1,232	17		3,473	3,473
Native Am. %	45.0%	0.6%		1.4%	1.4%
White	91,799	1,112		148,381	148,381
White %	33.5%	39.7%		58.0%	58.0%
Other	3,987	180		62,665	62,665
Other%	1.5%	6.4%		24.5%	24.5%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population				255,793	255,793
Children				70,994	70,994
Children%				27.8%	27.8%
TAY				43,849	43,849
TAY%				17.1%	17.1%
Adult				106,708	106,708
Adult%				41.7%	41.7%
Older Adult				34,242	34,242
Older Adult%				13.4%	13.4%
Males				128,737	128,737
Male%				50.3%	50.3%
Females				127,056	127,056
Female%				49.7%	49.7%

There are a number of gaps in the sociodemographic data for Merced County.

Table 7y. Merced County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)		91,799	1,112		148,381
WF Total (Latino)		153,698	883		140,485
WF Total (African Am.)		6,920	274		9,926
WF Total (API)		16,299	337		19,419
WF Total (Native Am.)		1,232	17		3,473
WF Total (Other)		3,987	180		62,665
WF Total (All)		273,935	2,803		255,793
WF % White		33.5%	39.7%		58.0%
WF % Latino		56.1%	31.5%		54.9%
WF % African Am.		2.5%	9.8%		3.9%
WF % API		6.0%	12.0%		7.6%
WF % Native Am.		45.0%	0.6%		1.4%
WF % Other		1.5%	6.4%		24.5%
No workforce data were noted for Merced County.					

Note: Sections with blanks indicates that data were not available.

Table 7z. Modoc County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	9,197	2,125	3,760	9,686	9,686
African American	75	19	14	82	82
African Am. %	0.8%	0.9%	0.4%	0.8%	0.8%
API	68	19	17	99	99
API %	0.7%	0.9%	0.5%	1.0%	1.0%
Latino	1,201	405	652	1,342	1,342
Latino%	13.1%	19.1%	17.3%	13.9%	13.9%
Native Am.	359	144	194	370	370
Native Am. %	3.9%	6.8%	5.2%	3.8%	3.8%
White	7,286	1,432	2,784	8,084	8,084
White %	79.2%	67.4%	74.0%	83.5%	83.5%
Other	208	106	99	680	680
Other%	2.3%	5.0%	2.6%	7.0%	7.0%
Language					
API					
API%					
English		1,748			
English%		82.3%			
Spanish		267			
Spanish%		12.6%			
Other		110			
Other%		5.2%			
Age/Gender					
Total Population	9,197	2,125	3,760	9,686	9,686
Children	1,825	607	1,201	1,862	1,862
Children%	19.8%	28.6%	31.9%	19.2%	19.2%
TAY			127	956	956
TAY%			3.4%	9.9%	9.9%
Adult	4,324	813	1,844	4,136	4,136
Adult%	47.0%	38.3%	49.0%	42.7%	42.7%
Older Adult	3,048	705	588	2,732	2,732
Older Adult%	33.1%	33.2%	15.6%	28.2%	28.2%
Males	4,637	925		4,878	4,878
Male%	50.4%	43.5%		50.4%	50.4%
Females	4,560	1,200		4,808	4,808
Female%	49.6%	56.5%		49.6%	49.6%

Sociodemographic data are complete, with the exception of language data, for Modoc County.

Table 7z. Modoc County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	6.8				
Licensed Direct WF	8.0				
Other Direct WF	1.0				
Direct Total FTE	15.8				
Indirect Total FTE	10.0				
WF Total (White)	22.8	7,286	1,432	2,784	8,084
WF Total (Latino)	2.0	1,201	405	652	1,342
WF Total (African Am.)	0.0	75	19	14	82
WF Total (API)	0.0	68	19	17	99
WF Total (Native Am.)	1.0	359	144	194	370
WF Total (Other)	0.0	208	106	99	680
WF Total (All)	25.8	9,197	2,125	3,760	9,686
WF % White	88.3%	79.2%	67.4%	74.0%	83.5%
WF % Latino	7.8%	13.1%	19.1%	17.3%	13.9%
WF % African Am.	0.0%	0.8%	0.9%	0.4%	0.8%
WF % API	0.0%	0.7%	0.9%	0.5%	1.0%
WF % Native Am.	3.9%	3.9%	6.8%	5.2%	3.8%
WF % Other	0.0%	2.3%	5.0%	2.6%	7.0%
Workforce data are complete for Modoc County. Comparison of workforce data to data from the general, Medi-Cal, CSS, and DOF populations highlight a need for a greater representation of Latino mental health staff.					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6
Native American, children	Native American, TAY	Latino, children	Latino, TAY	Adults with SMI	Older adults
CSS target populations for Modoc County appear to be relatively well focused.					
WET Target Population 1		WET Target Population 2		WET Target Population 3	
Spanish language staff		Native American staff		Latino staff	
WET target populations focus on Latino and Native American staff. Targets were not easy to find in CCP report for Modoc County.					

Note: Sections with blanks indicates that data were not available.

Table 7aa. Mono County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	14,833	1,300	4,141	14,202	14,202
African American	69		19	47	47
African Am. %	0.5%		0.5%	0.3%	0.3%
API	185		32	203	203
API %	1.2%		0.8%	1.4%	1.4%
Latino	4,348	773	1,309	3,762	3,762
Latino%	29.3%	59.5%	31.6%	26.5%	26.5%
Native Am.	303	83	173	302	302
Native Am. %	2.0%	6.4%	4.2%	2.1%	2.1%
White	9,682	392	2,506	11,697	11,697
White %	65.3%	30.2%	60.5%	82.4%	82.4%
Other	246		102	1,539	1,539
Other%	1.7%		2.5%	10.8%	10.8%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population			4,141	14,202	14,202
Children	3,471		1,202	2,636	2,636
Children%	23.4%		29.0%	18.6%	18.6%
TAY				2,037	2,037
TAY%				14.3%	14.3%
Adult	9,641		2,939	7,339	7,339
Adult%	65.0%		71.0%	51.7%	51.7%
Older Adult	1,721			2,190	2,190
Older Adult%	11.6%			15.4%	15.4%
Males				7,548	7,548
Male%				53.1%	53.1%
Females				6,654	6,654
Female%				46.9%	46.9%

General and CSS data for Mono County are complete, with the exception of language data. Medi-Cal data are limited.

Table 7aa. Mono County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)		9,682	392	2,506	11,697
WF Total (Latino)		4,348	773	1,309	3,762
WF Total (African Am.)		69		19	47
WF Total (API)		185		32	203
WF Total (Native Am.)		303	83	173	302
WF Total (Other)		246		102	1,539
WF Total (All)		14,833	1,300	4,141	14,202
WF % White		65.3%	30.2%	60.5%	82.4%
WF % Latino		29.3%	59.5%	31.6%	26.5%
WF % African Am.		0.5%		0.5%	0.3%
WF % API		1.2%		0.8%	1.4%
WF % Native Am.		2.0%	6.4%	4.2%	2.1%
WF % Other		1.7%		2.5%	10.8%
No workforce data were noted for Mono County.					
CSS Target Population Disenfranchised Whites					
Whites were noted as the only CSS target population. Other population targets, such as Latino's, were considered but there is a belief in Mono County that the Holzer data do not apply to the county's reality. No WET targets were noted.					

Note: Sections with blanks indicates that data were not available.

Table 7ab. Monterey County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	430,418	80,613	179,000	415,057	415,057
African American	12,913			12,785	12,785
African Am. %	3.0%			3.1%	3.1%
API	30,129		4,000	27,329	27,329
API %	7.0%		2.2%	6.6%	6.6%
Latino	241,034	63,454	155,000	230,003	230,003
Latino%	56.0%	78.7%	86.6%	55.4%	55.4%
Native Am.				5,464	5,464
Native Am. %				1.3%	1.3%
White	137,734	9,588	17,000	230,717	230,717
White %	32.0%	11.9%	9.5%	55.6%	55.6%
Other	8,608		3,000	117,405	117,405
Other%	2.0%		1.7%	28.3%	28.3%
Language					
API	30,129				
API%	7.0%				
English	167,433				
English%	38.9%				
Spanish	86,944				
Spanish%	20.2%				
Other	19,799				
Other%	4.6%				
Age/Gender					
Total Population	430,418	80,613	179,000	415,057	415,057
Children	120,517	40,964	73,000	98,235	98,235
Children%	28.0%	50.8%	40.8%	23.7%	23.7%
TAY				65,507	65,507
TAY%				15.8%	15.8%
Adult	262,555	31,202	93,000	187,233	187,233
Adult%	61.0%	38.7%	52.0%	45.1%	45.1%
Older Adult	47,346	8,448	12,000	64,082	64,082
Older Adult%	11.0%	10.5%	6.7%	15.4%	15.4%
Males	219,513	35,030	96,000	213,431	213,431
Male%	51.0%	43.5%	53.6%	51.4%	51.4%
Females	210,905	45,583	81,000	201,626	201,626
Female%	49.0%	56.5%	45.3%	48.6%	48.6%

Demographic data for Monterey County include most major variables, with the exception of language. Medi-Cal variables are limited.

Table 7ab. Monterey County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)	136.5	137,734	9,588	17,000	230,717
WF Total (Latino)	115.3	241,034	63,454	155,000	230,003
WF Total (African Am.)	5.0	12,913			12,785
WF Total (API)	15.3	30,129		4,000	27,329
WF Total (Native Am.)	3.0				5,464
WF Total (Other)	8.0	8,608		3,000	117,405
WF Total (All)	283.1	430,418	80,613	179,000	415,057
WF % White	48.2%	32.0%	11.9%	9.5%	55.6%
WF % Latino	40.7%	56.0%	78.7%	86.6%	55.4%
WF % African Am.	1.8%	3.0%			3.1%
WF % API	5.4%	7.0%		2.2%	6.6%
WF % Native Am.	1.1%				1.3%
WF % Other	2.8%	2.0%		1.7%	28.3%

Overall workforce data are available by race/ethnicity, and appear to reflect the overall composition of the Monterey County general population. Review of Medi-Cal and CSS population data indicate there is a need for greater Latino mental health workforce representation.

CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8	CSS Target Population 9	CSS Target Population 10	CSS Target Population 11	CSS Target Population 12
Medi-Cal Population	Latinos	Homeless	TAY	APIs	Older Adults	Trauma exposed individuals	Individuals experiencing onset of serious psychiatric illness	Children and youth in stressed families	Children and youth at risk for school failure	Children and youth at risk of experiencing juvenile justice involvement	Under-served and unserved cultural populations

CSS targets are numerous and broad for Monterey County. It may be challenging to address all noted targets. WET targets were not noted.

Note: Sections with blanks indicates that data were not available.

Table 7ac. Napa County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	136,484	14,423	29,555	136,484	136,484
African American	2,440	299	355	2,668	2,668
African Am. %	1.8%	2.1%	1.2%	2.0%	2.0%
API	8,986	662	826	9,595	9,595
API %	6.6%	4.6%	2.8%	7.0%	7.0%
Latino	44,010	7,816	11,616	44,010	44,010
Latino%	32.2%	54.2%	39.3%	32.2%	32.2%
Native Am.	544	61	234	1,058	1,058
Native Am. %	0.4%	0.4%	0.8%	0.8%	0.8%
White	76,967	5,095	15,931	97,525	97,525
White %	56.4%	35.3%	53.9%	71.5%	71.5%
Other	3,537	490	591	20,058	20,058
Other%	2.6%	3.4%	2.0%	14.7%	14.7%
Language					
API	5,109				
API%	4.1%				
English	84,219	7,061			
English%	68.0%	49.0%			
Spanish	30,990	6,545			
Spanish%	25.0%	45.4%			
Other	481	706			
Other%	0.4%	4.9%			
Age/Gender					
Total Population		14,423	29,555	136,484	136,484
Children		6,595	6,057	27,638	27,638
Children%		45.7%	20.5%	20.2%	20.2%
TAY			3,948	17,647	17,647
TAY%			13.4%	12.9%	12.9%
Adult		5,714	13,623	62,185	62,185
Adult%		39.6%	46.1%	45.6%	45.6%
Older Adult		2,114	5,927	29,014	29,014
Older Adult%		14.7%	20.1%	21.3%	21.3%
Males		6,287		68,159	68,159
Male%		43.6%		49.9%	49.9%
Females		8,136		68,325	68,325
Female%		56.4%		50.1%	50.1%

Demographic data for Napa County are complete, with the exception of age and gender-specific data for the general population.

Table 7ac. Napa County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	13.1				
Licensed Direct WF	12.0				
Other Direct WF					
Direct Total FTE	25.1				
Indirect Total FTE	12.0				
WF Total (White)	48.6	76,967	5,095	15,931	97,525
WF Total (Latino)	11.5	44,010	7,816	11,616	44,010
WF Total (African Am.)	1.7	2,440	299	355	2,668
WF Total (API)	2.8	8,986	662	826	9,595
WF Total (Native Am.)	0.0	544	61	234	1,058
WF Total (Other)	1.4	3,537	490	591	20,058
WF Total (All)	66.0	136,484	14,423	29,555	136,484
WF % White	73.6%	56.4%	35.3%	53.9%	71.5%
WF % Latino	17.4%	32.2%	54.2%	39.3%	32.2%
WF % African Am.	2.6%	1.8%	2.1%	1.2%	2.0%
WF % API	4.2%	6.6%	4.6%	2.8%	7.0%
WF % Native Am.	0.0%	0.4%	0.4%	0.8%	0.8%
WF % Other	2.1%	2.6%	3.4%	2.0%	14.7%

Workforce data appear complete for Napa County. A smaller proportion of the workforce is Latino compared to the proportion of Latinos in the general, Medi-Cal, CSS, and DOF populations.

CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 9	CSS Target Population 10
Children	Older adults	TAY	Latinos	Consumers	LGBTQ	Trauma exposed children	Native Americans	Asian and Pacific Islander

CSS targets are numerous and relatively broad.

Note: Sections with blanks indicates that data were not available.

Table 7ad. Nevada County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	97,027	1,302	1,345	98,764	98,764
African American	508	11	10	389	389
African Am. %	0.5%	0.8%	0.7%	0.4%	0.4%
API	1,253	7	3	1,297	1,297
API %	1.3%	0.5%	0.2%	1.3%	1.3%
Latino	7,310	137	28	8,439	8,439
Latino%	7.5%	10.5%	2.1%	8.5%	8.5%
Native Am.	767	36	12	1,044	1,044
Native Am. %	0.8%	2.8%	0.9%	1.1%	1.1%
White	85,286	1,093	1,279	90,233	90,233
White %	87.9%	83.9%	95.1%	91.4%	91.4%
Other	1,903	18	13	2,678	2,678
Other%	2.0%	1.4%	1.0%		
Language					
API					
API%					
English	8,188	1,270			
English%	87.3%	97.6%			
Spanish	672	16			
Spanish%	7.2%	1.2%			
Other	523	16			
Other%	5.6%	1.2%			
Age/Gender					
Total Population	97,027	1,302	1,345	98,764	98,764
Children	17,550	482	356	16,430	16,430
Children%	18.1%	37.0%	26.5%	16.6%	16.6%
TAY			67	10,197	10,197
TAY%			4.9%	10.3%	10.3%
Adult	47,840	644	867	44,137	44,137
Adult%	49.3%	49.5%	64.5%	44.7%	44.7%
Older Adult	31,637	176	55	28,000	28,000
Older Adult%	32.6%	13.5%	4.1%	28.4%	28.4%
Males	48,172	618	623	48,835	48,835
Male%	49.6%	52.5%	46.3%	49.4%	49.4%
Females	48,855	684	722	49,929	49,929
Female%	50.4%	47.5%	53.7%	50.6%	50.6%

Demographic data for Nevada County are complete, with the exception of language data for the CSS and Census/DOF populations.

Table 7ad. Nevada County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population						
Workforce Data (FTEs)											
Unlicensed WF	29.2										
Licensed Direct WF	44.8										
Other Direct WF	3.3										
Direct Total FTE	77.3										
Indirect Total FTE	33.7										
WF Total (White)	93.5	85,286	1,093	1,279	90,233						
WF Total (Latino)	2.0	7,310	137	28	8,439						
WF Total (African Am.)	3.0	508	11	10	389						
WF Total (API)	2.0	1,253	7	3	1,297						
WF Total (Native Am.)	1.0	767	36	12	1,044						
WF Total (Other)	1.0	1,903	18	13	2,678						
WF Total (All)	102.5	97,027	1,302	1,345	98,764						
WF % White	91.2%	87.9%	83.9%	95.1%	91.40%						
WF % Latino	2.0%	7.5%	10.5%	2.1%	8.50%						
WF % African Am.	2.8%	0.5%	0.8%	0.7%	0.40%						
WF % API	2.0%	1.3%	0.5%	0.2%	1.30%						
WF % Native Am.	1.0%	0.8%	2.8%	0.9%	1.10%						
WF % Other	1.0%	2.0%	1.4%	1.0%							
Workforce data for Nevada County are complete and appear to reflect the composition of the general population. Comparison of workforce data to Medi-Cal population data indicates there is a need for greater representation of Latino mental health staff.											
CSS Target Population 1		CSS Target Population 2		CSS Target Population 3		CSS Target Population 4		CSS Target Population 5		CSS Target Population 6	
Children		TAY		Adults		Older adults		Latinos		Males	
WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4	WET Target Population 5	WET Target Population 6	WET Target Population 7	WET Target Population 8	WET Target Population 9			
Latino	White	African American	Asian	American Indian	Bilingual Spanish-speaking	Children and youth	TAY	Older adults			
Target populations are relatively broad. Target populations did not appear to be differentiated across CSS and WET categories.											

Note: Sections with blanks indicates that data were not available.

Table 7ae. Orange County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	3,048,000	349,000	779,195	3,010,232	3,010,232
African American	45,000	12,000	10,682	50,744	50,744
African Am. %	1.5%	3.4%	1.4%	1.7%	1.7%
API	493,000	52,000	112,790	547,158	547,158
API %	16.2%	14.9%	14.5%	18.2%	18.2%
Latino	705,000	181,000	449,943	1,012,973	1,012,973
Latino%	23.1%	51.9%	57.7%	33.7%	33.7%
Native Am.	19,000	2,000	2,852	18,132	18,132
Native Am. %	0.6%	0.6%	0.4%	0.6%	0.6%
White	1,495,000	63,000	181,598	1,830,758	1,830,758
White %	49.0%	18.1%	23.3%	60.8%	60.8%
Other	291,000	39,000	21,330	435,641	435,641
Other%	9.5%	11.2%	2.7%	14.5%	14.5%
Language					
API	74,000				
API%	2.4%				
English	1,721,000	88,000			
English%	56.5%	25.2%			
Spanish	247,000	68,000			
Spanish%	8.1%	19.5%			
Other	116,000	10,000			
Other%	3.8%	2.9%			
Age/Gender					
Total Population	3,048,000	349,000	779,195	3,010,232	3,010,232
Children	791,000	188,000	243,228	645,430	645,430
Children%	26.0%	53.9%	31.2%	21.4%	21.4%
TAY	292,000	25,000	154,997	439,926	439,926
TAY%	9.6%	7.2%	19.9%	14.6%	14.6%
Adult	1,653,000	91,000	303,837	1,428,472	1,428,472
Adult%	54.2%	26.1%	39.0%	47.5%	47.5%
Older Adult	3,090,00	47,000	77,133	496,404	496,404
Older Adult%	10.1%	13.5%	9.9%	16.5%	16.5%
Males	1,513,000	155,000		1,488,780	1,488,780
Male%	49.6%	44.4%		49.5%	49.5%
Females	1,535,000	194,000		1,521,452	1,521,452
Female%	50.4%	55.6%		50.5%	50.5%

Demographic data for Orange County appear to be relatively detailed, and portray similar proportions across different subgroups.

Table 7ae. Orange County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	1,089.9				
Licensed Direct WF	432.1				
Other Direct WF	30.5				
Direct Total FTE	1,552.5				
Indirect Total FTE	406.0				
WF Total (White)	884.9	1,495,000	63,000	181,598	1,830,758
WF Total (Latino)	549.0	705,000	181,000	449,943	1,012,973
WF Total (African Am.)	59.5	45,000	12,000	10,682	50,744
WF Total (API)	263.7	493,000	52,000	112,790	547,158
WF Total (Native Am.)	6.5	19,000	2,000	2,852	18,132
WF Total (Other)	194.9	291,000	39,000	21,330	435,641
WF Total (All)	1,958.5	3,048,000	349,000	779,195	3,010,232
WF % White	45.2%	49.0%	18.1%	23.3%	60.8%
WF % Latino	28.0%	23.1%	51.9%	57.7%	33.7%
WF % African Am.	3.0%	1.5%	3.4%	1.4%	1.7%
WF % API	13.5%	16.2%	14.9%	14.5%	18.2%
WF % Native Am.	0.3%	0.6%	0.6%	0.4%	0.6%
WF % Other	10.0%	9.5%	11.2%	2.7%	14.5%

Workforce data for Orange County are complete and appear to reflect the composition of the general population. Comparison of workforce data to Medi-Cal and CSS population data indicate there is a need for greater representation of Latino mental health staff.

CSS Target Pop. 1	CSS Target Pop. 2	CSS Target Pop. 3	CSS Target Pop. 4	CSS Target Pop. 5	CSS Target Pop. 6	CSS Target Pop. 7	CSS Target Pop. 8	CSS Target Pop. 9	CSS Target Pop. 10	CSS Target Pop. 11	CSS Target Pop. 12	CSS Target Pop. 13
Latino	Vietnamese	Deaf and hard of hearing	LGBTQ	Limited English proficiency	Homeless individuals and families	Frail, isolated older adults	Trauma exposed individuals, including veterans	Children and TAY involved or at risk of becoming involved in juvenile justice system	Children and TAY at-risk of school failure	Children and TAY aging out of foster care system	Children and TAY in stressed families	Individuals experiencing onset of psychiatric illness

CSS targets are numerous and several are quite specific.

Note: Sections with blanks indicates that data were not available.

Table 7af. Placer County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	341,945	27,420	28,665	348,432	348,432
African American	5,813	701	411	4,751	4,751
African Am. %	1.7%	2.6%	1.4%	1.4%	1.4%
API	18,807	1,338	828	21,213	21,213
API %	5.5%	4.9%	2.9%	6.1%	6.1%
Latino	40,008	5,712	3,006	44,710	44,710
Latino%	11.7%	20.8%	10.5%	12.8%	12.8%
Native Am.	3,078	314	193	3,011	3,011
Native Am. %	0.9%	1.1%	0.7%	0.9%	0.9%
White	268,085	17,185	23,554	290,977	290,977
White %	78.4%	62.7%	82.2%	83.5%	83.5%
Other	8,891	1,990	673	13,375	13,375
Other%	2.6%	7.3%	2.3%	3.8%	3.8%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population	341,945	27,420	28,665	348,432	348,432
Children	74,202	11,582	6,584	74,653	74,653
Children%	21.7%	42.2%	23.0%	21.4%	21.4%
TAY			3,525	40,848	40,848
TAY%			12.3%	11.7%	11.7%
Adult	215,425	11,120	15,206	158,223	158,223
Adult%	63.0%	40.6%	53.0%	45.4%	45.4%
Older Adult	52,318	4,538	3,350	74,708	74,708
Older Adult%	15.3%	16.5%	11.7%	21.4%	21.4%
Males	137,804	11,541		170,151	170,151
Male%	40.3%	42.1%		48.8%	48.8%
Females	173,366	15,699		178,281	178,281
Female%	50.7%	57.3%		51.2%	51.2%

With the exception of language variables, demographic data for Placer County are complete and relatively consistent across data sources.

Table 7af. Placer County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population							
Workforce Data (FTEs)												
Unlicensed WF												
Licensed Direct WF												
Other Direct WF												
Direct Total FTE												
Indirect Total FTE												
WF Total (White)		268,085	17,185	23,554	290,977							
WF Total (Latino)		40,008	5,712	3,006	44,710							
WF Total (African Am.)		5,813	701	411	4,751							
WF Total (API)		18,807	1,338	828	21,213							
WF Total (Native Am.)		3,078	314	193	3,011							
WF Total (Other)		8,891	1,990	673	13,375							
WF Total (All)		341,945	27,420	28,665	348,432							
WF % White		78.4%	62.7%	82.2%	83.5%							
WF % Latino		11.7%	20.8%	10.5%	12.8%							
WF % African Am.		1.7%	2.6%	1.4%	1.4%							
WF % API		5.5%	4.9%	2.9%	6.1%							
WF % Native Am.		0.9%	1.1%	0.7%	0.9%							
WF % Other		2.6%	7.3%	2.3%	3.8%							
No workforce data were noted for Placer County.												
CSS Target Pop. 1	CSS Target Pop. 2	CSS Target Pop. 3	CSS Target Pop. 4	CSS Target Pop. 5	CSS Target Pop. 6	CSS Target Pop. 7	CSS Target Pop. 8	CSS Target Pop. 9	CSS Target Pop. 10	CSS Target Pop. 11	CSS Target Pop. 12	CSS Target Pop. 13
Native families, children, youth	Latino families, children, youth	TAY	Older adults	Mothers of children 0-5 with depression	Children and youth at-risk for school failure, incarceration	Recruitment /retention of bilingual and bicultural staff	Bilingual and bicultural services to Tahoe and Lincoln	Stigma and bias in workforce regarding mental health issues	Better understanding of role and benefit of consumers, families, and youth in workforce	LGBTQ	Co-occurring	Multiple disabilities
CSS target populations for Placer County are broad and numerous. Target populations were not differentiated across CSS and WET categories.												

Note: Sections with blanks indicates that data were not available.

Table 7a). Plumas County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	20,760	2,921		20,007	20,007
African American	132	76		192	192
African Am. %	0.6%	2.6%		1.0%	1.0%
API	130	15		152	152
API %	0.6%	0.5%		0.8%	0.8%
Latino	1,186	237		1,605	1,605
Latino%	5.7%	8.1%		8.0%	8.0%
Native Am.	489	110		539	539
Native Am. %	2.4%	3.8%		2.7%	2.7%
White	18,370	2,363		17,797	17,797
White %	88.5%	80.9%		89.0%	89.0%
Other	453	120		603	603
Other%	2.2%	4.1%		3.0%	3.0%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population		2,921		20,007	20,007
Children		1,319		3,116	3,116
Children%		45.2%		15.6%	15.6%
TAY				2,139	2,139
TAY%				10.7%	10.7%
Adult		1,286		8,668	8,668
Adult%		44.0%		43.3%	43.3%
Older Adult		316		6,084	6,084
Older Adult%		10.8%		30.4%	30.4%
Males				10,003	10,003
Male%				50.0%	50.0%
Females				10,004	10,004
Female%				50.0%	50.0%

Demographic data are relatively limited for Plumas County.

Table 7ag. Plumas County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE	34.3				
WF Total (White)	27.3	18,370	2,363		17,797
WF Total (Latino)	4.0	1,186	237		1,605
WF Total (African Am.)	0.0	132	76		192
WF Total (API)	0.0	130	15		152
WF Total (Native Am.)	1.0	489	110		539
WF Total (Other)	2.0	453	120		603
WF Total (All)	34.3	20,760	2,921		20,007
WF % White	79.6%	88.5%	80.9%		89.0%
WF % Latino	11.7%	5.7%	8.1%		8.0%
WF % African Am.	0.0%	0.6%	2.6%		1.0%
WF % API	0.0%	0.6%	0.5%		0.8%
WF % Native Am.	2.9%	2.4%	3.8%		2.7%
WF % Other	5.8%	2.2%	4.1%		3.0%

Workforce data appear to reflect the composition of the general and Medi-Cal populations.

Target Population 1	Target Population 2	Target Population 3	Target Population 4
Latino	Native American	Children and youth at risk	Children and youth with juvenile justice involvement

For Plumas County, target populations are not differentiated by CSS and WET categories. Target populations highlighted focus on two racial/ethnic groups and young populations.

Note: Sections with blanks indicates that data were not available.

Table 7ah. Riverside County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	2,119,618	336,844	142,511	2,189,641	2,189,641
African American	10,598	30,653	8,799	140,543	140,543
African Am. %	0.5%	9.1%	6.2%	6.4%	6.4%
API	97,502	11,453	6,416	137,342	137,342
API %	4.6%	3.4%	4.5%	6.3%	6.3%
Latino	866,924	198,738	62,259	995,257	995,257
Latino%	40.9%	59.0%	43.7%	45.5%	45.5%
Native Am.	10,598	1,011	582	23,710	23,710
Native Am. %	0.5%	0.3%	0.4%	1.1%	1.1%
White	977,144	75,453	61,744	1,335,147	1,335,147
White %	46.1%	22.4%	43.3%	61.0%	61.0%
Other	36,034	19,200	2,711	448,235	448,235
Other%	1.7%	5.7%	1.9%	20.5%	20.5%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population	2,119,618	336,844	142,511	2,189,641	2,189,641
Children	604,091	180,885	44,815	544,592	544,592
Children%	28.5%	53.7%	31.4%	24.9%	24.9%
TAY				333,173	333,173
TAY%				15.2%	15.2%
Adult	1,214,541	112,169	77,359	954,316	954,316
Adult%	57.3%	33.3%	54.3%	43.6%	43.6%
Older Adult	298,866	43,116	15,015	357,560	357,560
Older Adult%	14.1%	12.8%	10.5%	16.3%	16.3%
Males		144,405		1,089,576	1,089,576
Male%		42.9%		49.8%	49.8%
Females		192,439		1,100,065	1,100,065
Female%		57.1%		50.2%	50.2%

Demographic data for Riverside County are complete for most variables, and appear consistent across different data sources. Gaps are evident for language and gender data.

Table 7ah. Riverside County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	571.1				
Licensed Direct WF	576.0				
Other Direct WF	355.5				
Direct Total FTE	1,502.6				
Indirect Total FTE	607.9				
WF Total (White)	692.5	977,144	75,453	61,744	1,335,147
WF Total (Latino)	393.1	866,924	198,738	62,259	995,257
WF Total (African Am.)	260.8	10,598	30,653	8,799	140,543
WF Total (API)	89.5	97,502	11,453	6,416	137,342
WF Total (Native Am.)	11.0	10,598	1,011	582	23,710
WF Total (Other)	663.7	36,034	19,200	2,711	448,235
WF Total (All)	2,110.5	2,119,618	336,844	142,511	2,189,641
WF % White	32.8%	46.1%	22.4%	43.3%	61.0%
WF % Latino	18.6%	40.9%	59.0%	43.7%	45.5%
WF % African Am.	12.4%	0.5%	9.1%	6.2%	6.4%
WF % API	4.2%	4.6%	3.4%	4.5%	6.3%
WF % Native Am.	0.5%	0.5%	0.3%	0.4%	1.1%
WF % Other	31.4%	1.7%	5.7%	1.9%	20.5%
Workforce data are complete and appear to highlight a relatively diverse mental health workforce. Comparison of workforce data to general, Medi-Cal, CSS, and DOF data indicate there is a need for a higher representation of Latino mental health staff but that representation of African American and API staff is good.					
Target Population 1	Target Population 2	Target Population 3	Target Population 4	Target Population 5	Target Population 6
Youth	Older adults	Latino	Asian and Pacific Islanders	Native Americans	Deaf community
Target populations are relatively broad. Target populations did not appear to be differentiated across CSS and WET categories.					

Note: Sections with blanks indicates that data were not available.

Table 7ai. Sacramento County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	1,400,949	314,765	424,356	1,418,788	1,418,788
African American	135,892	59,491	54,598	147,058	147,058
African Am. %	9.7%	18.9%	12.9%	10.4%	10.4%
API	201,737	51,936	68,459	217,069	217,069
API %	14.4%	16.5%	16.1%	15.3%	15.3%
Latino	287,195	79,636	94,926	306,196	306,196
Latino%	20.5%	25.3%	22.4%	21.6%	21.6%
Native Am.	8,406	2,518	4,485	14,308	14,308
Native Am. %	0.6%	0.8%	1.1%	1.0%	1.0%
White	715,885	87,505	179,030	815,151	815,151
White %	51.1%	27.8%	42.2%	57.5%	57.5%
Other	53,236	33,365	22,858	131,691	131,691
Other%	3.8%	10.6%	5.4%	9.3%	9.3%
Language					
API	41,430				
API%	3.2%				
English	1,294,700				
English%	70.4%				
Spanish	71,209				
Spanish%	5.5%				
Other	271,887				
Other%	21.0%				
Age/Gender					
Total Population	1,400,949	314,765	424,356	1,418,788	1,418,788
Children	361,445	143,848	158,788	320,083	320,083
Children%	25.8%	45.7%	37.4%	22.6%	22.6%
TAY			55,282	208,508	208,508
TAY%			13.0%	14.7%	14.7%
Adult	815,352	131,572	161,396	661,341	661,341
Adult%	58.2%	41.8%	38.0%	46.6%	46.6%
Older Adult	224,152	39,346	48,890	228,856	228,856
Older Adult%	16.0%	12.5%	11.5%	16.1%	16.1%
Males	689,267	138,182	196,372	694,793	694,793
Male%	49.2%	43.9%	46.3%	49.0%	49.0%
Females	711,682	176,583	227,984	723,995	723,995
Female%	50.8%	56.1%	53.7%	51.0%	51.0%
Demographic data are detailed for Sacramento County, and appear relatively consistent across data sources. Language data were only presented for the general population.					

Table 7aj. San Benito County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	54,667	8,648		55,269	55,269
African American	493	68		483	483
African Am. %	0.9%	0.8%		0.9%	0.9%
API	1,601	114		1,537	1,537
API %	2.9%	1.3%		2.8%	2.8%
Latino	28,984	6,728		31,186	31,186
Latino%	53.0%	77.8%		56.4%	56.4%
Native Am.	295	14		895	895
Native Am. %	0.5%	0.2%		1.6%	1.6%
White	22,508	1,429		35,181	35,181
White %	41.2%	16.5%		63.7%	63.7%
Other	786	295		14,471	14,471
Other%	1.4%	3.4%		26.2%	26.2%
Language					
API					
API%					
English		4,706			
English%		54.4%			
Spanish		3,623			
Spanish%		41.9%			
Other		319			
Other%		3.7%			
Age/Gender					
Total Population		8,648		55,269	55,269
Children	15,838	3,148		14,064	14,064
Children%	29.0%	36.4%		25.4%	25.4%
TAY				7,776	7,776
TAY%				14.1%	14.1%
Adult	28,672	3,020		25,496	25,496
Adult%	52.4%	34.9%		46.1%	46.1%
Older Adult	10,157	2,480		7,933	7,933
Older Adult%	18.6%	28.7%		14.4%	14.4%
Males	27,775	3,570		27,629	27,629
Male%	50.8%	41.3%		50.0%	50.0%
Females	26,892	5,078		27,640	27,640
Female%	49.2%	58.7%		50.0%	50.0%

There are a few gaps in demographic data for San Benito County for the CSS and language variables.

Table 7aj. San Benito County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population																																	
Workforce Data (FTEs)																																						
Unlicensed WF	8.5																																					
Licensed Direct WF	13.5																																					
Other Direct WF	0.5																																					
Direct Total FTE	22.5																																					
Indirect Total FTE	12.3																																					
WF Total (White)	14.8	22,508	1,429		35,181																																	
WF Total (Latino)	14.0	28,984	6,728		31,186																																	
WF Total (African Am.)	0.0	493	68		483																																	
WF Total (API)	4.0	1,601	114		1,537																																	
WF Total (Native Am.)	0.0	295	14		895																																	
WF Total (Other)	2.0	786	295		14,471																																	
WF Total (All)	34.8	54,667	8,648		55,269																																	
WF % White	42.4%	41.2%	16.5%		63.7%																																	
WF % Latino	40.3%	53.0%	77.8%		56.4%																																	
WF % African Am.	0.0%	0.9%	0.8%		0.9%																																	
WF % API	11.5%	2.9%	1.3%		2.8%																																	
WF % Native Am.	0.0%	0.5%	0.2%		1.6%																																	
WF % Other	5.8%	1.4%	3.4%		26.2%																																	
Workforce data are complete for San Benito County and appear to reflect a diverse staff that is representative of the general population for the county. When workforce data are compared to the Medi-Cal and CSS population data, it appears there may be a need for greater Latino mental health workforce representation.																																						
<table border="1"> <thead> <tr> <th>CSS Target Population 1</th> <th>CSS Target Population 2</th> <th>CSS Target Population 3</th> <th>CSS Target Population 4</th> <th>CSS Target Population 5</th> <th>CSS Target Population 6</th> <th>CSS Target Population 7</th> <th>CSS Target Population 8</th> <th>CSS Target Population 9</th> <th>CSS Target Population 10</th> <th>CSS Target Population 11</th> <th>CSS Target Population 12</th> <th>CSS Target Population 13</th> </tr> </thead> <tbody> <tr> <td>Children 0-7 of all ethnic groups, primarily Latino</td> <td>Children in foster care</td> <td>"High risk" children and youth</td> <td>Youth in criminal or juvenile justice system</td> <td>Homeless children</td> <td>Latino youth dropouts</td> <td>LGBTQ youth</td> <td>Uninsured and Underinsured adults</td> <td>Undocumented adults</td> <td>Geographically isolated adults</td> <td>Homeless adults</td> <td>Farm workers</td> <td>Rural and non-English speaking individuals</td> </tr> </tbody> </table>													CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8	CSS Target Population 9	CSS Target Population 10	CSS Target Population 11	CSS Target Population 12	CSS Target Population 13	Children 0-7 of all ethnic groups, primarily Latino	Children in foster care	"High risk" children and youth	Youth in criminal or juvenile justice system	Homeless children	Latino youth dropouts	LGBTQ youth	Uninsured and Underinsured adults	Undocumented adults	Geographically isolated adults	Homeless adults	Farm workers	Rural and non-English speaking individuals
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8	CSS Target Population 9	CSS Target Population 10	CSS Target Population 11	CSS Target Population 12	CSS Target Population 13																										
Children 0-7 of all ethnic groups, primarily Latino	Children in foster care	"High risk" children and youth	Youth in criminal or juvenile justice system	Homeless children	Latino youth dropouts	LGBTQ youth	Uninsured and Underinsured adults	Undocumented adults	Geographically isolated adults	Homeless adults	Farm workers	Rural and non-English speaking individuals																										
Targets are numerous for San Benito County.																																						
WET Target Population 1 Bilingual, bicultural Spanish-speaking staff						WET Target Population 2 Staff competent in gay/lesbian, co-occurring disorders, substance abuse recovery, consumer culture																																
WET target populations focus on competencies with cultural, linguistic, sexual orientation, and co-morbidity needs.																																						

Note: Sections with blanks indicates that data were not available.

Table 7ak. San Bernardino County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	2,017,673	398,175	697,417	2,035,210	2,035,210
African American	181,591	54,240	68,956	181,862	181,862
African Am. %	9.0%	13.6%	9.9%	8.9%	8.9%
API	121,060	15,459	37,647	135,473	135,473
API %	6.0%	3.9%	5.4%	6.7%	6.7%
Latino	968,483	224,110	355,682	1,001,145	1,001,145
Latino%	48.0%	56.3%	51.0%	49.2%	49.2%
Native Am.	20,177	1,431	4,607	22,689	22,689
Native Am. %	1.0%	0.4%	0.7%	1.1%	1.1%
White	686,009	85,014	209,729	1,153,161	1,153,161
White %	34.0%	21.4%	30.1%	56.7%	56.7%
Other	40,353	17,921	20,796	439,661	439,661
Other%	2.0%	4.5%	3.0%	21.6%	21.6%
Language					
API					
API%					
English		266,777.25			
English%		67.0%			
Spanish		107,507			
Spanish%		27.0%			
Other		21,501.45			
Other%		5.4%			
Age/Gender					
Total Population	2,017,673	398,175	697,417	2,035,210	2,035,210
Children	686,009	188,718	202,909	520,976	520,976
Children%	34.0%	47.4%	29.1%	25.6%	25.6%
TAY		60,272	111,849	333,679	333,679
TAY%		15.1%	16.0%	16.4%	16.4%
Adult	1331,664	104,075	313,046	912,784	912,784
Adult%	66.0%	26.1%	44.9%	44.8%	44.8%
Older Adult		45,109	69,613	267,771	267,771
Older Adult%		11.3%	10.0%	13.2%	13.2%
Males	1,008,837	173,302		1,011,507	1,011,507
Male%	50.0%	43.5%		49.7%	49.7%
Females	1,008,837	224,873		1,023,703	1,023,703
Female%	50.0%	56.5%		50.3%	50.3%

Demographic data appear relatively complete for San Bernardino County. Some differences between subgroup distributions are noted across different data sources.

Table 7ak. San Bernardino County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	378.5				
Licensed Direct WF	492.4				
Other Direct WF	155.0				
Direct Total FTE	1,025.9				
Indirect Total FTE	760.6				
WF Total (White)	834.5	686,009	85,014	209,729	1,153,161
WF Total (Latino)	375.1	968,483	224,110	355,682	1,001,145
WF Total (African Am.)	339.1	181,591	54,240	68,956	181,862
WF Total (API)	142.1	121,060	15,459	37,647	135,473
WF Total (Native Am.)	19.2	20,177	1,431	4,607	22,689
WF Total (Other)	76.5	40,353	17,921	20,796	439,661
WF Total (All)	1,786.5	2,017,673	398,175	697,417	2,035,210
WF % White	46.7%	34.0%	21.4%	30.1%	56.7%
WF % Latino	21.0%	48.0%	56.3%	51.0%	49.2%
WF % African Am.	19.0%	9.0%	13.6%	9.9%	8.9%
WF % API	8.0%	6.0%	3.9%	5.4%	6.7%
WF % Native Am.	1.1%	1.0%	0.4%	0.7%	1.1%
WF % Other	4.3%	2.0%	4.5%	3.0%	21.6%
Workforce data reflect a diverse staff composition that is relatively reflective of the general, Medi-Cal, CSS, and DOF populations, with potential disparities in Latino staffing.					
CSS					
Target Population 1					
African American					
One CSS target population was noted for San Bernardino County, with a focus on the African American community.					
WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4	WET Target Population 5	
Latinos	African Americans	Native Americans	Spanish speakers	Consumer and family members from diverse ethnic and linguistic backgrounds	
WET target populations appear to be focused and on par with noted disparities.					

Note: Sections with blanks indicates that data were not available.

Table 7a1. San Diego County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	2,974,859	378,319	575,086	3,095,313	3,095,313
African American	145,227	37,350	33,229	158,213	158,213
African Am. %	4.9%	9.9%	5.8%	5.1%	5.1%
API	310,575	37,183	48,438	351,428	351,428
API %	10.4%	9.8%	8.4%	11.4%	11.4%
Latino	901,369	181,027	203,030	991,348	991,348
Latino%	30.3%	47.9%	35.3%	32.0%	32.0%
Native Am.	15,928	1,556	3,457	26,340	26,340
Native Am. %	0.5%	0.4%	0.6%	0.9%	0.9%
White	1,528,568	85,958	194,837	1,981,442	1,981,442
White %	51.4%	22.7%	33.9%	64.0%	64.0%
Other	73,192	35,248	92,095	419,465	419,465
Other%	2.5%	9.3%	16.0%	13.6%	13.6%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population	2,974,859	378,319	575,086	3,095,313	3,095,313
Children	749,170	178,766		638,216	638,216
Children%	25.2%	47.3%		20.6%	20.6%
TAY			130,559	506,014	506,014
TAY%			22.7%	16.3%	16.3%
Adult	1,894,869	134,125	347,595	1,450,347	1,450,347
Adult%	63.7%	35.5%	60.4%	46.9%	46.9%
Older Adult	330,820	65,430	96,932	500,736	500,736
Older Adult%	11.1%	17.3%	16.9%	16.2%	16.2%
Males	1,494,127	160,666		1,553,679	1,553,679
Male%	50.2%	42.5%		50.2%	50.2%
Females	148,0732	217,654		1,541,634	1,541,634
Female%	49.8%	57.5%		49.8%	49.8%

With the exception of language variables, San Diego County demographic data appear complete and relatively consistent across different data sources.

Table 7a. San Diego County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population												
Workforce Data (FTEs)																	
Unlicensed WF	363.9																
Licensed Direct WF	656.9																
Other Direct WF	79.5																
Direct Total FTE	1,100.3																
Indirect Total FTE	574.1																
WF Total (White)	932.7	1,528,568	85,958	194,837	1,981,442												
WF Total (Latino)	341.6	901,369	181,027	203,030	991,348												
WF Total (African Am.)	165.4	145,227	37,350	33,229	158,213												
WF Total (API)	171.9	310,575	37,183	48,438	351,428												
WF Total (Native Am.)	5.6	15,928	1,556	3,457	26,340												
WF Total (Other)	57.3	73,192	35,248	92,095	419,465												
WF Total (All)	1,674.4	2,974,859	378,319	575,086	3,095,313												
WF % White	55.7%	51.4%	22.7%	33.9%	64.0%												
WF % Latino	20.4%	30.3%	47.9%	35.3%	32.0%												
WF % African Am.	9.9%	4.9%	9.9%	5.8%	5.1%												
WF % API	10.3%	10.4%	9.8%	8.4%	11.4%												
WF % Native Am.	0.3%	0.5%	0.4%	0.6%	0.9%												
WF % Other	3.4%	2.5%	9.3%	16.0%	13.6%												
Workforce data are complete for San Diego County. Disparities in Latino staffing needs are apparent.																	
CSS Target Pop. 1	CSS Target Pop. 2	CSS Target Pop. 3	CSS Target Pop. 4	CSS Target Pop. 5	CSS Target Pop. 6	CSS Target Pop. 7	CSS Target Pop. 8	CSS Target Pop. 9	CSS Target Pop. 10	CSS Target Pop. 11	CSS Target Pop. 12	CSS Target Pop. 13	CSS Target Pop. 14	CSS Target Pop. 15	CSS Target Pop. 16	CSS Target Pop. 17	CSS Target Pop. 18
Latino adults, older adults	Latino children	African American adults	API adults, older adults	API children	Native American adults	Native American children	Whites	Children 6-12	Children 12-17	TAY 18-24	Adults 25-59	Older adults 60+	Females	Males	Veterans	LGBTQ	Recent immigrants, victims of violence
CSS targets for San Diego County appear to include virtually all populations.																	
WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4	WET Target Population 5	WET Target Population 6	WET Target Population 7	WET Target Population 8	WET Target Population 9	WET Target Population 10	WET Target Population 11	WET Target Population 12						
Latino adults, older adults	Latino children	African American adults	African American children	API adults, older adults	API children	Children 6-12	Children 12-17	TAY 18-24	Adults 25-59	Older adults 60+	Recent Immigrants, victims of violence						
WET target populations are also numerous and inclusive of many, if not all, populations in San Diego County.																	

Note: Sections with blanks indicates that data were not available.

Table 7am. San Francisco County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	815,358		183,622	805,235	805,235
African American	55,444		20,214	48,870	48,870
African Am. %	6.8%		11.0%	6.1%	6.1%
API	259,284		67,349	271,274	271,274
API %	31.8%		36.7%	33.7%	33.7%
Latino	114,965		36,714	121,774	121,774
Latino%	14.1%		20.0%	15.1%	15.1%
Native Am.	4,892		674	4,024	4,024
Native Am. %	0.6%		0.4%	0.5%	0.5%
White	473,723		54,084	390,387	390,387
White %	58.1%		29.5%	48.5%	48.5%
Other	22,830		4,587	53,021	53,021
Other%	2.8%		2.5%	6.6%	6.6%
Language					
API	211,993				
API%	26.0%				
English	440,293				
English%	54.0%				
Spanish	97,843				
Spanish%	12.0%				
Other	57,075				
Other%	7.0%				
Age/Gender					
Total Population	815,358		183,622	805,235	805,235
Children	146,764		32,241	95,772	95,772
Children%	18.0%		17.6%	11.9%	11.9%
TAY	57,075		20,507	106,715	106,715
TAY%	7.0%		11.2%	13.3%	13.3%
Adult	513,676		94,147	448,018	448,018
Adult%	63.0%		51.3%	55.6%	55.6%
Older Adult	122,304		36,727	154,730	154,730
Older Adult%	15.0%		20.0%	19.2%	19.2%
Males	415,833		87,317	408,462	408,462
Male%	51.0%		47.6%	50.7%	50.7%
Females	399,525		96,304	396,773	396,773
Female%	49.0%		52.4%	49.3%	49.3%
Medi-Cal population data were not noted among San Francisco demographic data. All other data sources and variables appear complete and are relatively consistent.					

Table 7am. San Francisco County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population					
Workforce Data (FTEs)										
Unlicensed WF										
Licensed Direct WF										
Other Direct WF										
Direct Total FTE										
Indirect Total FTE										
WF Total (White)		473,723		54,084	390,387					
WF Total (Latino)		114,965		36,714	121,774					
WF Total (African Am.)		55,444		20,214	48,870					
WF Total (API)		259,284		67,349	271,274					
WF Total (Native Am.)		4,892		674	4,024					
WF Total (Other)		22,830		4,587	53,021					
WF Total (All)		815,358		183,622	805,235					
WF % White		58.1%		29.5%	48.5%					
WF % Latino		14.1%		20.0%	15.1%					
WF % African Am.		259,284		67,349	271,274					
WF % API		31.8%		36.7%	33.7%					
WF % Native Am.		0.6%		0.4%	0.5%					
WF % Other		2.8%		2.5%	6.6%					
Workforce data were not noted for San Francisco County.										
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8	CSS Target Population 9	CSS Target Population 10	CSS Target Population 11
Homeless	Native Americans	LGBTQ	Youth in foster care and juvenile probation	Adult offenders with mental illness	People with co-occurring disorders	Non-English speakers	People with HIV/AIDS	People without health insurance	Insured without mental health coverage	Veterans
CSS target populations for San Francisco County are numerous but appear focused. It may be challenging to address all noted target groups.										
WET Target Population 1				WET Target Population 2				WET Target Population 3		
African Americans, underrepresented among licensed staff				African Americans, underrepresented				Latinos/as, underrepresented		
While workforce data were not noted, San Francisco County WET target populations appear to be relatively focused on potential disparities in representation of mental health staff by race and ethnicity.										

Note: Sections with blanks indicates that data were not available.

Table 7an. San Joaquin County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	674,860	159,367		685,306	685,306
African American	53,989	19,823		51,744	51,744
African Am. %	8.0%	12.4%		7.6%	7.6%
API	97,855	25,181		102,230	102,230
API %	14.5%	15.8%		14.9%	14.9%
Latino	253,747	72,863		266,341	266,341
Latino%	37.6%	45.7%		38.9%	38.9%
Native Am.	9,448	594		7,196	7,196
Native Am. %	1.4%	0.4%		1.1%	1.1%
White	489,274	34,413		349,287	349,287
White %	72.5%	21.6%		51.0%	51.0%
Other	24,295	6,493		131,054	131,054
Other%	3.6%	4.1%		19.1%	19.1%
Language					
API					
API%					
English		100,055			
English%		62.8%			
Spanish		41,725			
Spanish%		26.2%			
Other		7,987			
Other%		5.0%			
Age/Gender					
Total Population	674,860	159,367		685,306	685,306
Children	259,821	79,172		176,865	176,865
Children%	38.5%	49.7%		25.8%	25.8%
TAY		8,832		104,426	104,426
TAY%		5.5%		15.2%	15.2%
Adult	346,878	56,938		301,786	301,786
Adult%	51.4%	35.7%		44.0%	44.0%
Older Adult	68,161	14,425		102,229	102,229
Older Adult%	10.1%	9.1%		14.9%	14.9%
Males	338,780	70,081		341,230	341,230
Male%	50.2%	44.0%		49.8%	49.8%
Females	336,080	89,286		344,076	344,076
Female%	49.8%	56.0%		50.2%	50.2%

While demographic data are relatively complete, some differences in proportions appear within subgroups across data sources. CSS data were not noted among San Joaquin County demographic data.

Table 7an. San Joaquin County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population			
Workforce Data (FTEs)								
Unlicensed WF	222.1							
Licensed Direct WF	204.5							
Other Direct WF	30.8							
Direct Total FTE	457.4							
Indirect Total FTE	388.2							
WF Total (White)	311.4	489,274	34,413		349,287			
WF Total (Latino)	194.6	253,747	72,863		266,341			
WF Total (African Am.)	138.7	53,989	19,823		51,744			
WF Total (API)	135.8	97,855	25,181		102,230			
WF Total (Native Am.)	10.6	9,448	594		7,196			
WF Total (Other)	54.6	24,295	6,493		131,054			
WF Total (All)	845.6	674,860	159,367		685,306			
WF % White	36.8%	72.5%	21.6%		51.0%			
WF % Latino	23.0%	37.6%	45.7%		38.9%			
WF % African Am.	16.4%	8.0%	12.4%		7.6%			
WF % API	16.1%	14.5%	15.8%		14.9%			
WF % Native Am.	1.3%	1.4%	0.4%		1.1%			
WF % Other	6.5%	3.6%	4.1%		19.1%			
Workforce data appear complete for San Joaquin County and to reflect a relatively diverse staff composition. Comparison of workforce data to the general, Medi-Cal, and DOF population data indicate there is a need for greater representation of Latino mental health staff.								
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8	CSS Target Population 9
Muslim and Middle Eastern	Latino	African American	Native American	LGBTQ	Laotian	Hmong	Cambodian	Vietnamese
CSS target populations are numerous and are primarily focused on specific racial and ethnic groups.								
WET Target Population 1			WET Target Population 2			WET Target Population 3		
Behavioral health services workforce			Community-based organization and mental health provider workforce			Consumers and family members		
WET target populations are more focused but do not appear to be directly connected to CSS targets or potential disparities in demographic or workforce data.								

Note: Sections with blanks indicates that data were not available.

Table 7ao. San Luis Obispo County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	262,238	33,089	90,766	269,637	269,637
African American	4,952	602	1,189	5,550	5,550
African Am. %	1.9%	1.8%	1.3%	2.1%	2.1%
API	8,385	691	2,389	8,896	8,896
API %	3.2%	2.1%	2.6%	3.3%	3.3%
Latino	49,172	13,287	29,379	55,973	55,973
Latino%	18.8%	40.2%	32.4%	20.8%	20.8%
Native Am.	2,435	183	1,016	2,536	2,536
Native Am. %	0.9%	0.6%	1.1%	0.9%	0.9%
White	224,177	16,834	54,662	222,756	222,756
White %	85.5%	50.9%	60.2%	82.6%	82.6%
Other	22,289	1,494	2,131	19,786	19,786
Other%	8.5%	4.5%	2.3%	7.3%	7.3%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population	262,238	33,089	90,766	269,637	269,637
Children	49,498	14,846	17,111	44,440	44,440
Children%	18.9%	44.9%	18.9%	16.5%	16.5%
TAY			21,117	49,630	49,630
TAY%			23.3%	18.4%	18.4%
Adult	212,740	14,074	43,409	117,474	117,474
Adult%	81.1%	42.5%	47.8%	43.6%	43.6%
Older Adult	37,388	4,171	9,129	58,093	58,093
Older Adult%	14.3%	12.6%	10.1%	21.5%	21.5%
Males	135,551	14,362		137,999	137,999
Male%	51.7%	43.4%		51.2%	51.2%
Females	126,687	18,728		131,638	131,638
Female%	48.3%	56.6%		48.8%	48.8%

With the exception of language variables, the demographic data for San Luis Obispo County are complete and appear consistent across different data sources.

Table 7ao. San Luis Obispo County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population				
Workforce Data (FTEs)									
Unlicensed WF	162.7								
Licensed Direct WF	142.2								
Other Direct WF	10.5								
Direct Total FTE	315.4								
Indirect Total FTE	138.1								
WF Total (White)	375.6	224,177	16,834	54,662	222,756				
WF Total (Latino)	57.2	49,172	13,287	29,379	55,973				
WF Total (African Am.)	9.5	4,952	602	1,189	5,550				
WF Total (API)	4.8	8,385	691	2,389	8,896				
WF Total (Native Am.)	1.0	2,435	183	1,016	2,536				
WF Total (Other)	5.5	22,289	1,494	2,131	19,786				
WF Total (All)	453.5	262,238	33,089	90,766	269,637				
WF % White	82.8%	85.5%	50.9%	60.2%	82.6%				
WF % Latino	12.6%	18.8%	40.2%	32.4%	20.8%				
WF % African Am.	2.1%	1.9%	1.8%	1.3%	2.1%				
WF % API	1.1%	3.2%	2.1%	2.6%	3.3%				
WF % Native Am.	0.2%	0.9%	0.6%	1.1%	0.9%				
WF % Other	1.2%	8.5%	4.5%	2.3%	7.3%				
Workforce data are complete for San Luis Obispo. There may be disparities in Latino workforce FTEs when compared to the composition of the general, Medi-Cal, CSS, and DOF populations.									
CSS Target Pop. 1	CSS Target Pop. 2	CSS Target Pop. 3	CSS Target Pop. 4	CSS Target Pop. 5	CSS Target Pop. 6	CSS Target Pop. 7	CSS Target Pop. 8	CSS Target Pop. 9	CSS Target Pop. 10
"High utilizers", all ages	Foster youth with multiple placements, children and TAY	Risk of out of home placement, children and youth	Juvenile justice system, children and youth	Co-occurring substance abuse issues, youth, adults, older adults	TAY, recently diagnosed with mental illness	Adults at risk for involuntary institutionalization	Homebound older adults	Homeless or at risk of becoming home-less, adults and older adults	Older adults, presenting with mental illness at primary care provider's office
CSS targets are numerous but appear to be quite focused on high-risk populations.									
WET Target Pop. 1	WET Target Pop. 2	WET Target Pop. 3	WET Target Pop. 4	WET Target Pop. 5	WET Target Pop. 6	WET Target Pop. 7	WET Target Pop. 8		
Behavioral health clinicians and support staff	Community based organizations serving mental health clients	Bilingual and culturally diverse clinicians	Clinicians specializing in co-occurring disorders	Undergraduate and Graduate students seeking a career in behavioral health	Mental Health consumers seeking education and/or a career in the behavioral health field	Criminal justice personnel who intervene with the mental health population	Consumers, family members, reentry and current students interested in working in mental health field		
WET target populations for San Luis Obispo are numerous but appear to be well thought out and connected to local staffing needs.									

Note: Sections with blanks indicates that data were not available.

Table 7ap. San Mateo County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	736,667	64,011	108,335	718,451	718,451
African American	26,520	4,246	4,918	20,436	20,436
African Am. %	3.6%	6.6%	4.5%	2.8%	2.8%
API	203,320	11,784	18,428	188,435	188,435
API %	27.6%	18.4%	17.0%	26.2%	26.2%
Latino	188,587	32,347	49,832	182,502	182,502
Latino%	25.6%	50.5%	46.0%	25.4%	25.4%
Native Am.	1,473	118	616	3,306	3,306
Native Am. %	0.2%	0.2%	0.6%	0.5%	0.5%
White	313,820	10,032	29,643	383,535	383,535
White %	42.6%	15.7%	27.4%	53.4%	53.4%
Other	17,680	31	4,898	84,529	84,529
Other%	2.4%	0.0%	4.5%	11.8%	11.8%
Language					
API					
API%					
English		29,579			
English%		46.2%			
Spanish		26,607			
Spanish%		41.6%			
Other					
Other%					
Age/Gender					
Total Population	736,667	64,011	108,335	718,451	718,451
Children	180,483	29,470	31,892	142,143	142,143
Children%	24.5%	46.0%	29.4%	19.8%	19.8%
TAY				82,056	82,056
TAY%				11.4%	11.4%
Adult	416,954	21,615	76,443	356,668	356,668
Adult%	56.6%	33.8%	70.6%	49.6%	49.6%
Older Adult	139,230	12,926		137,584	137,584
Older Adult%	18.9%	20.2%		19.2%	19.2%
Males		26,360		353,168	353,168
Male%		41.2%		49.2%	49.2%
Females		37,651		365,283	365,283
Female%		58.8%		50.8%	50.8%
Overall, demographic data for San Mateo County are relatively complete. Language and gender variables are missing for two data sources.					

Table 7a. San Mateo County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population																					
Workforce Data (FTEs)																										
Unlicensed WF	277.0																									
Licensed Direct WF	17.0																									
Other Direct WF	10.0																									
Direct Total FTE	304.0																									
Indirect Total FTE	429.0																									
WF Total (White)	321.0	313,820	10,032	29,643	383,535																					
WF Total (Latino)	146.0	188,587	32,347	49,832	182,502																					
WF Total (African Am.)	73.0	26,520	4,246	4,918	20,436																					
WF Total (API)	104.0	203,320	11,784	18,428	188,435																					
WF Total (Native Am.)	1.0	1,473	118	616	3,306																					
WF Total (Other)	87.0	17,680	31	4,898	84,529																					
WF Total (All)	733.0	736,667	64,011	108,335	718,451																					
WF % White	43.8%	42.6%	15.7%	27.4%	53.4%																					
WF % Latino	19.9%	25.6%	50.5%	46.0%	25.4%																					
WF % African Am.	10.0%	3.6%	6.6%	4.5%	2.8%																					
WF % API	14.2%	27.6%	18.4%	17.0%	26.2%																					
WF % Native Am.	0.1%	0.2%	0.2%	0.6%	0.5%																					
WF % Other	11.9%	2.4%	0.0%	4.5%	11.8%																					
Workforce data for San Mateo County are complete and reflect a relatively diverse mental health workforce. Comparison of workforce data to general, Medi-Cal, CSS and DOF population data indicate a need for increased representation of Latino mental health staff.																										
<table border="1"> <thead> <tr> <th>CSS Target Population 1</th> <th>CSS Target Population 2</th> <th>CSS Target Population 3</th> <th>CSS Target Population 4</th> <th>CSS Target Population 5</th> <th>CSS Target Population 6</th> <th>CSS Target Population 7</th> <th>CSS Target Population 8</th> <th>CSS Target Population 9</th> </tr> </thead> <tbody> <tr> <td>API, children and TAY</td> <td>African Amer., children and TAY</td> <td>Latino, children and TAY</td> <td>Latinos involved in criminal justice system</td> <td>Pacific Islanders involved in criminal justice system</td> <td>African Americans involved in criminal justice system</td> <td>Asian, older adults</td> <td>Pacific Islander, older adults</td> <td>Latino, older adults</td> </tr> </tbody> </table>									CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8	CSS Target Population 9	API, children and TAY	African Amer., children and TAY	Latino, children and TAY	Latinos involved in criminal justice system	Pacific Islanders involved in criminal justice system	African Americans involved in criminal justice system	Asian, older adults	Pacific Islander, older adults	Latino, older adults
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8	CSS Target Population 9																		
API, children and TAY	African Amer., children and TAY	Latino, children and TAY	Latinos involved in criminal justice system	Pacific Islanders involved in criminal justice system	African Americans involved in criminal justice system	Asian, older adults	Pacific Islander, older adults	Latino, older adults																		
CSS target populations for San Mateo County are numerous and are focused primarily on younger, older, and criminally involved people from distinct racial/ethnic groups.																										
WET Target Population 1			WET Target Population 2			WET Target Population 3																				
Latino			Asian			Spanish speaking staff																				
WET targets for San Mateo are focused on cultural and language needs in the Latino and Asian population.																										

Note: Sections with blanks indicates that data were not available.

Table 7aq. Santa Barbara County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	407,057	74,073	129,140	423,895	423,895
African American	9,769	1,888	2,281	8,513	8,513
African Am. %	2.4%	2.5%	1.8%	2.0%	2.0%
API	19,132	1,686	4,758	21,471	21,471
API %	4.7%	2.3%	3.7%	5.1%	5.1%
Latino	160,788	37,085	73,140	181,687	181,687
Latino%	39.5%	50.1%	56.6%	42.9%	42.9%
Native Am.	6,920	285	657	5,485	5,485
Native Am. %	1.7%	0.4%	0.5%	1.3%	1.3%
White		30,390	45,652	295,124	295,124
White %		41.0%	35.4%	69.6%	69.6%
Other	10,176	2,742	2,652	73,860	73,860
Other%	2.5%	3.7%	2.1%	17.4%	17.4%
Language					
API					
API%					
English		3,218			
English%		84.8%			
Spanish		258			
Spanish%		6.8%			
Other	130,989	14			
Other%	32.8%	0.4%			
Age/Gender					
Total Population	407,057	74,073	129,140	423,895	423,895
Children	96,065	36,873	36,682	85,850	85,850
Children%	23.6%	49.8%	28.4%	20.3%	20.3%
TAY			31,689	81,980	81,980
TAY%			24.5%	19.3%	19.3%
Adult	258,074	29,169	44,546	181,070	181,070
Adult%	63.4%	39.4%	34.5%	42.7%	42.7%
Older Adult	52,917	8,032	16,223	74,995	74,995
Older Adult%	13.0%	10.8%	12.6%	17.7%	17.7%
Males	205,564	32,152		212,786	212,786
Male%	50.5%	43.4%		50.2%	50.2%
Females	201,493	41,921		211,109	211,109
Female%	49.5%	56.6%		49.8%	49.8%

Overall, demographic data for Santa Barbara are relatively complete. There are a few gaps in racial and ethnic, language, and gender variables.

Table 7a. Santa Barbara County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)			30,390	45,652	295,124
WF Total (Latino)		160,788	37,085	73,140	181,687
WF Total (African Am.)		9,769	1,888	2,281	8,513
WF Total (API)		19,132	1,686	4,758	21,471
WF Total (Native Am.)		6,920	285	657	5,485
WF Total (Other)			41.0%	35.4%	69.6%
WF Total (All)		407,057	74,073	129,140	423,895
WF % White		10,176	2,742	2,652	73,860
WF % Latino		39.5%	50.1%	56.6%	42.9%
WF % African Am.		2.4%	2.5%	1.8%	2.0%
WF % API		4.7%	2.3%	3.7%	5.1%
WF % Native Am.		1.7%	0.4%	0.5%	1.3%
WF % Other		2.5%	3.7%	2.1%	17.4%
No workforce data were noted for Santa Barbara County					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4		
Female Latino children	Homeless population	Children with serious emotional disturbance	Latino population		
CSS targets for Santa Barbara are relatively well focused on 3 or 4 distinct subpopulations.					
WET Target Population 1			WET Target Population 2		
Latino population			Whites		
While focused on two populations, the WET targets for Santa Barbara County are relatively broad and it is not clear whether they are tied to workforce data.					

Note: Sections with blanks indicates that data were not available.

Table 7ar. Santa Clara County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	1,748,976	245,333	309,672	1,781,642	1,781,642
African American	43,999	9,696	8,239	46,428	46,428
African Am. %	2.5%	4.0%	2.7%	2.6%	2.6%
API	538,646	65,851	83,213	577,584	577,584
API %	30.8%	26.8%	26.9%	32.4%	32.4%
Latino	449,133	124,781	144,342	479,210	479,210
Latino%	25.7%	50.9%	46.6%	26.9%	26.9%
Native Am.	4,751	872	1,161	12,960	12,960
Native Am. %	0.3%	0.4%	0.4%	0.7%	0.7%
White	674,765	31,976	65,560	836,616	836,616
White %	38.6%	13.0%	21.2%	47.0%	47.0%
Other	37,682	12,160	7,158	220,806	220,806
Other%	2.2%	5.0%	2.3%	12.4%	12.4%
Language					
API	265,844				
API%	15.2%				
English	954,941	85,255			
English%	54.6%	40.5%			
Spanish	307,820	79,625			
Spanish%	17.6%	37.9%			
Other	8,745	8401			
Other%	0.5%	4.0%			
Age/Gender					
Total Population	1,748,976	245,333	309,672	1,781,642	1,781,642
Children	419,608	100,329	92,738	382,908	382,908
Children%	24.0%	40.9%	29.9%	21.5%	21.5%
TAY	159,009			230,646	230,646
TAY%	9.1%			12.9%	12.9%
Adult	983,694	91,851	216,935	888,011	888,011
Adult%	56.2%	37.4%	70.1%	49.8%	49.8%
Older Adult	186,665	53,155		280,077	280,077
Older Adult%	10.7%	21.7%		15.7%	15.7%
Males	895,003	105,249	150,153	893,851	893,851
Male%	51.2%	42.9%	48.5%	50.2%	50.2%
Females	853,973	140,084	159,520	887,791	887,791
Female%	48.8%	57.1%	51.5%	49.8%	49.8%

Demographic data for Santa Clara County are complete and appear consistent across different data sources.

Table 7ar. Santa Clara County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population					
Workforce Data (FTEs)										
Unlicensed WF	778.0									
Licensed Direct WF	640.0									
Other Direct WF	65.0									
Direct Total FTE	1,483.0									
Indirect Total FTE	489.0									
WF Total (White)	749.0	674,765	31,976	65,560	836,616					
WF Total (Latino)	451.0	449,133	124,781	144,342	479,210					
WF Total (African Am.)	221.0	43,999	9,696	8,239	46,428					
WF Total (API)	453.0	538,646	65,851	83,213	577,584					
WF Total (Native Am.)	32.0	4,751	872	1,161	12,960					
WF Total (Other)	66.0	37,682	12,160	7,158	220,806					
WF Total (All)	1,972.0	1,748,976	245,333	309,672	1,781,642					
WF % White	38.0%	38.6%	13.0%	21.2%	47.0%					
WF % Latino	22.9%	25.7%	50.9%	46.6%	26.9%					
WF % African Am.	11.2%	2.5%	4.0%	2.7%	2.6%					
WF % API	23.0%	30.8%	26.8%	26.9%	32.4%					
WF % Native Am.	1.6%	0.3%	0.4%	0.4%	0.7%					
WF % Other	3.3%	2.2%	5.0%	2.3%	12.4%					
Workforce data are complete for Santa Clara and depict a diverse mental health workforce.										
CSS Target Pop. 1	CSS Target Pop. 2	CSS Target Pop. 3	CSS Target Pop. 4	CSS Target Pop. 5	CSS Target Pop. 6	CSS Target Pop. 7	CSS Target Pop. 8	CSS Target Pop. 9	CSS Target Pop. 10	CSS Target Pop. 11
0-5 high risk	Foster care youth	Juvenile justice youth	0-15 SMI/SED	16-25 aging out of youth systems	TAY with first break psychosis	Adults in jail, homeless, and dually diagnosed SMI and substance abuse	Adults un-served and under-served SMI	60+ high risk and isolated SMI	Survivors of torture	Homeless, or at-risk of homeless & unemployment
CSS targets populations for Santa Clara County are numerous and appear focused on age-specific and high-risk groups.										
WET Target Pop. 1	WET Target Pop. 2	WET Target Pop. 3	WET Target Pop. 4	WET Target Pop. 5	WET Target Pop. 6	WET Target Pop. 7	WET Target Pop. 8	WET Target Pop. 9	WET Target Pop. 10	
Psychiatrists for children and older adults	TAY	Non-English monolingual	Hearing impaired	Consumers and family who are not in workforce	Consumer and family from ethnic cultural and linguistic groups	Direct care providers	Non-white persons in managerial, licensed, and advanced degree positions	Current direct service providers and staff need additional cultural competency training	Consumers, family, cultural, linguistic groups	
Santa Clara presents a number of WET target populations, some of which are quite specific, and some that are relatively broad.										

Note: Sections with blanks indicates that data were not available.

Table 7as. Santa Cruz County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	256,218	5,949	255,602	262,382	262,382
African American	3,331	173	2,556	2,766	2,766
African Am. %	1.3%	2.9%	1.0%	1.1%	1.1%
API	7,430	83	8,691	11,461	11,461
API %	2.9%	1.4%	3.4%	4.4%	4.4%
Latino	75,072	1,731	68,501	84,092	84,092
Latino%	29.3%	29.1%	26.8%	32.0%	32.0%
Native Am.	3,075	61		2,253	2,253
Native Am. %	1.2%	1.0%		0.9%	0.9%
White	161,161	3,750	167,419	190,208	190,208
White %	62.9%	63.0%	65.5%	72.5%	72.5%
Other	6,149	151	8,435	43,376	43,376
Other%	2.4%	2.6%	3.3%	16.5%	16.5%
Language					
API					
API%					
English	184,989	228,034			
English%	72.2%	89.0%			
Spanish	56,881	23,059			
Spanish%	22.2%	9.0%			
Other	14,348	5,125			
Other%	5.6%	2.0%			
Age/Gender					
Total Population		5,949		262,382	262,382
Children		1,301	76,425	48,726	48,726
Children%		21.9%	29.9%	18.6%	18.6%
TAY		1,136		46,762	46,762
TAY%		19.1%		17.8%	17.8%
Adult		3,041		121,582	121,582
Adult%		51.1%		46.3%	46.3%
Older Adult	27,159	471	25,622	45,312	45,312
Older Adult%	10.6%	7.9%	10.0%	17.3%	17.3%
Males	128,621	3,295	127,545	130,913	130,913
Male%	50.2%	55.3%	49.9%	49.9%	49.9%
Females	127,597	2,654	128,057	131,469	131,469
Female%	49.8%	44.7%	50.1%	50.1%	50.1%

Demographic data for Santa Cruz County are complete and appear consistent across different data sources.

Table 7as. Santa Cruz County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	266.1				
Licensed Direct WF	146.1				
Other Direct WF	38.0				
Direct Total FTE	450.2				
Indirect Total FTE	209.3				
WF Total (White)	407.8	161,161	3,750	167,419	190,208
WF Total (Latino)	191.1	75,072	1,731	68,501	84,092
WF Total (African Am.)	16.9	3,331	173	2,556	2,766
WF Total (API)	17.0	7,430	83	8,691	11,461
WF Total (Native Am.)	4.3	3,075	61		2,253
WF Total (Other)	20.7	6,149	151	8,435	43,376
WF Total (All)	657.8	256,218			262,382
WF % White	62.0%	62.9%	63.0%	65.5%	72.50%
WF % Latino	29.1%	29.3%	29.1%	26.8%	32.00%
WF % African Am.	2.6%	1.3%	2.9%	1.0%	1.10%
WF % API	2.6%	2.9%	1.4%	3.4%	4.40%
WF % Native Am.	0.6%	1.2%	1.0%		0.90%
WF % Other	3.1%	2.4%	2.6%	3.3%	16.50%

Workforce data for Santa Cruz County are complete and appear to reflect the composition of the general population.

Target Population 1	Target Population 2	Target Population 3	Target Population 4	Target Population 5	Target Population 6
Underserved cultural populations	Individuals experiencing onset of serious psychiatric illness	Children and youth in stressed families	Trauma-exposed individuals	Children and youth at risk of school failure	Children and youth at risk of experiencing juvenile justice involvement

A number of CSS targets are presented for Santa Cruz, some of which are quite broad. WET targets were not noted.

Note: Sections with blanks indicates that data were not available.

Table 7at. Shasta County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	181,099	41,306		177,223	177,223
African American	1,911	841		1,548	1,548
African Am. %	1.0%	2.0%		0.9%	0.9%
API	4,773	1,613		4,662	4,662
API %	2.4%	3.9%		2.6%	2.6%
Latino	14,727	2,951		14,878	14,878
Latino%	15.0%	7.1%		8.4%	8.4%
Native Am.	3,648	1,549		4,950	4,950
Native Am. %	1.9%	3.8%		2.8%	2.8%
White	149,871	32,749		153,726	153,726
White %	76.5%	79.3%		86.7%	86.7%
Other	6,169	1,603		4,501	4,501
Other%	3.2%	3.9%		2.5%	2.5%
Language					
API	3,010				
API%	1.8%				
English	151,467				
English%	88.9%				
Spanish	9,766				
Spanish%	5.7%				
Other	1,768				
Other%	1.0%				
Age/Gender					
Total Population	181,099	41,304		177,223	177,223
Children	33,969	16,624		34,610	34,610
Children%	18.8%	40.3%		19.5%	19.5%
TAY	25,008			23,245	23,245
TAY%	13.7%			13.1%	13.1%
Adult	81,796	19,334		77,262	77,262
Adult%	45.2%	46.8%		43.6%	43.6%
Older Adult	40,326	5,347		42,106	42,106
Older Adult%	22.3%	12.9%		23.8%	23.8%
Males	88,539	18,428		87,130	87,130
Male%	48.9%	44.6%		49.2%	49.2%
Females	92,560	22,876		90,093	90,093
Female%	51.1%	55.4%		50.8%	50.8%

Demographic data for Shasta County are complete and appear consistent across different data sources. The percent for Latinos on the CCP is a bit higher and for White a bit lower when compared to the DOF.

Table 7at. Shasta County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population			
Workforce Data (FTEs)								
Unlicensed WF	59.4							
Licensed Direct WF	72.0							
Other Direct WF	13.0							
Direct Total FTE	144.4							
Indirect Total FTE	95.5							
WF Total (White)	187.7	149,871	32,749		153,726			
WF Total (Latino)	7.4	14,727	2,951		14,878			
WF Total (African Am.)	1.0	1,911	841		1,548			
WF Total (API)	3.0	4,773	1,613		4,662			
WF Total (Native Am.)	5.0	3,648	1,549		4,950			
WF Total (Other)	7.0	6,169	1,603		4,501			
WF Total (All)	211.1	181,099	41,306		177,223			
WF % White	89.0%	76.5%	79.3%		86.70%			
WF % Latino	3.5%	15.0%	7.1%		8.40%			
WF % African Am.	0.5%	1.0%	2.0%		0.90%			
WF % API	1.4%	2.4%	3.9%		2.60%			
WF % Native Am.	2.4%	1.9%	3.8%		2.80%			
WF % Other	3.3%	3.2%	3.9%		2.50%			
Workforce data appear complete for Shasta County. Comparison of workforce data to general, Medi-Cal, CSS and DOF population data indicate a need for increased representation of Latino mental health staff.								
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8	CSS Target Population 9
Children and youth	TAY	Adults	Older adults	Children with serious emotional disturbance and hospitalization	Children involved in the juvenile justice system	Individuals with serious mental illness	Females head of household with dependent children	Unserviced and underserved populations
A number of CSS targets are presented for Shasta County, some of which are quite broad. WET targets were not noted.								
WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4	WET Target Population 5	WET Target Population 6			
Psychiatrist	Registered nurse	Licensed clinician	Clinical program coordinator	Community health workers	Social workers			
WET Targets mainly focused on staff with experience with specific unserved and underserved populations.								

Note: Sections with blanks indicates that data were not available.

Table 7au. Sierra County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population				3,240	3,240
African American				6	6
African Am. %				0.2%	0.2%
API				14	14
API %				0.4%	0.4%
Latino				269	269
Latino%				8.3%	8.3%
Native Am.				44	44
Native Am. %				1.4%	1.4%
White				3,022	3,022
White %				93.3%	93.3%
Other				75	75
Other%				2.3%	2.3%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population				3,240	3,240
Children				474	474
Children%				14.6%	14.6%
TAY				274	274
TAY%				8.5%	8.5%
Adult				1,470	1,470
Adult%				45.4%	45.4%
Older Adult				1,022	1,022
Older Adult%				31.5%	31.5%
Males				1,646	1,646
Male%				50.8%	50.8%
Females				1,594	1,594
Female%				49.2%	49.2%
Demographic data are incomplete for Sierra County.					

Table 7au. Sierra County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)					3,022
WF Total (Latino)					269
WF Total (African Am.)					6
WF Total (API)					14
WF Total (Native Am.)					44
WF Total (Other)					75
WF Total (All)					3,240
WF % White					93.30%
WF % Latino					8.30%
WF % African Am.					0.20%
WF % API					0.40%
WF % Native Am.					1.40%
WF % Other					2.30%

Workforce data and target populations were not noted for Sierra County.

Note: The missing data for the items were not reviewed. Table is incomplete.

Table 7v. Siskiyou County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	44,404	10,709	7,904	44,900	44,900
African American	616	249	145	571	571
African Am. %	1.4%	2.3%	1.8%	1.3%	1.3%
API	738	210	311	620	620
API %	1.7%	2.0%	3.9%	1.4%	1.4%
Latino	4,303	1025	933	4,615	4,615
Latino%	9.7%	9.6%	11.8%	10.3%	10.3%
Native Am.	1,183	687	503	1,814	1,814
Native Am. %	2.7%	6.4%	6.4%	4.0%	4.0%
White	38,658	7,802	6,012	38,030	38,030
White %	87.1%	72.9%	76.1%	84.7%	84.7%
Other	3,209	737		1,491	1,491
Other%	7.2%	6.9%		3.3%	3.3%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population	44,404	10,709	7,904	44,900	44,900
Children	2,330	4,265	1,493	8,138	8,138
Children%	5.2%	39.8%	18.9%	18.1%	18.1%
TAY			931	4,895	4,895
TAY%			11.8%	10.9%	10.9%
Adult	35,068	4,868	3,630	19,263	19,263
Adult%	79.0%	45.5%	45.9%	42.9%	42.9%
Older Adult	8,348	1,577	1,850	12,604	12,604
Older Adult%	18.8%	14.7%	23.4%	28.1%	28.1%
Males	21,955	4,880		22,395	22,395
Male%	49.4%	45.6%		49.9%	49.9%
Females	22,449	5,829		22,505	22,505
Female%	50.6%	54.4%		50.1%	50.1%

For Siskiyou County, demographic data are relatively complete with the exception of language variables. Differences in the proportions of racial/ethnic and age subgroups are notable across data sources.

Table 7v. Siskiyou County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population		
Workforce Data (FTEs)							
Unlicensed WF	62.0						
Licensed Direct WF	36.0						
Other Direct WF	0.0						
Direct Total FTE	98.0						
Indirect Total FTE	72.0						
WF Total (White)	147.0	38,658	7,802	6,012	38,030		
WF Total (Latino)	2.0	4,303	1025	933	4,615		
WF Total (African Am.)	2.0	616	249	145	571		
WF Total (API)	2.0	738	210	311	620		
WF Total (Native Am.)	9.0	1,183	687	503	1,814		
WF Total (Other)	8.0	3,209	737		1,491		
WF Total (All)	170.0	44,404	10,709	7,904	44,900		
WF % White	86.5%	87.1%	72.9%	76.1%	84.7%		
WF % Latino	1.2%	9.7%	9.6%	11.8%	10.3%		
WF % African Am.	1.2%	1.4%	2.3%	1.8%	1.3%		
WF % API	1.2%	1.7%	2.0%	3.9%	1.4%		
WF % Native Am.	5.3%	2.7%	6.4%	6.4%	4.0%		
WF % Other	4.7%	7.2%	6.9%		3.3%		
Workforce data appear complete for Siskiyou County. Comparison of workforce data to general, Medi-Cal, CSS and DOF population data indicate a need for increased representation of Latino mental health staff.							
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8
Older adults	TAY	LGBTQ	Native American	Latino	Asian	African American	Agricultural industry workers
A number of CSS targets are presented for Siskiyou, some of which are quite broad. WET targets were not noted.							

Note: Sections with blanks indicates that data were not available.

Table 7aw. Solano County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	407,515	62,794	395,426	413,344	413,344
African American	57,622	16,617	55,959	60,750	60,750
African Am. %	14.1%	26.5%	14.2%	14.7%	14.7%
API	59,750	7,365	59,812	64,037	64,037
API %	14.7%	11.7%	15.1%	15.5%	15.5%
Latino	92,094	20,012	84,121	99,356	99,356
Latino%	22.6%	31.9%	21.3%	24.0%	24.0%
Native Am.	380	353	1,661	3,212	3,212
Native Am. %	0.1%	0.6%	0.4%	0.8%	0.8%
White	176,317	14,495	176,872	210,751	210,751
White %	43.3%	23.1%	44.7%	51.0%	51.0%
Other	21,352	3,952	17,001	43,236	43,236
Other%	5.2%	6.3%	4.3%	10.5%	10.5%
Language					
API	39,751				
API%	10.5%				
English	267,559	43,424			
English%	70.4%	69.2%			
Spanish	61,905	13,927			
Spanish%	16.3%	22.2%			
Other	11,062	4,051			
Other%	2.9%	6.5%			
Age/Gender					
Total Population	407,515	62,794	395,426	413,344	413,344
Children	102,650	28,765	113,146	88,842	88,842
Children%	25.2%	45.8%	28.6%	21.5%	21.5%
TAY				58,992	58,992
TAY%				14.3%	14.3%
Adult	256,181	27,238	242,100	195,445	195,445
Adult%	62.9%	43.4%	61.2%	47.3%	47.3%
Older Adult	45,684	6,791	40,180	70,065	70,065
Older Adult%	11.2%	10.8%	10.2%	17.0%	17.0%
Males	204,573	26,567	193,497	206,195	206,195
Male%	50.2%	42.3%	48.9%	49.9%	49.9%
Females	202,942	36,227	201,929	207,149	207,149
Female%	49.8%	57.7%	51.1%	50.1%	50.1%

Demographic data for Solano County are detailed and complete, and there appear to be consistencies across data sources.

Table 7aw. Solano County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE	0.0				
Indirect Total FTE	465.8				
WF Total (White)	233.6	176,317	14,495	176,872	210,751
WF Total (Latino)	49.1	92,094	20,012	84,121	99,356
WF Total (African Am.)	70.9	57,622	16,617	55,959	60,750
WF Total (API)	38.6	59,750	7,365	59,812	64,037
WF Total (Native Am.)	1.0	380	353	1,661	3,212
WF Total (Other)	72.6	21,352	3,952	17,001	43,236
WF Total (All)	465.8	407,515	62,794	395,426	413,344
WF % White	50.2%	43.3%	23.1%	44.7%	51.0%
WF % Latino	10.5%	22.6%	31.9%	21.3%	24.0%
WF % African Am.	15.2%	14.1%	26.5%	14.2%	14.7%
WF % API	8.3%	14.7%	11.7%	15.1%	15.5%
WF % Native Am.	0.2%	0.1%	0.6%	0.4%	0.8%
WF % Other	15.6%	5.2%	6.3%	4.3%	10.5%
Workforce data are complete for Solano County and appear to be reflective of the general population in the county. Comparison of workforce data to general, Medi-Cal, CSS and DOF population data indicate a need for increased representation of Latino and API mental health staff.					
CSS Target Population 1			CSS Target Population 2		
Latinos			Spanish speakers		
CSS target populations are quite focused, and appear appropriate for Solano County. WET target populations are identical to CSS target populations for Solano.					

Note: Sections with blanks indicates that data were not available.

Table 7ax. Sonoma County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	464,326	5,134	100,116	483,878	483,878
African American	8,358	260	2,191	7,610	7,610
African Am. %	1.8%	5.1%	2.2%	1.6%	1.6%
API	19,966	126	3,587	19,899	19,899
API %	4.3%	2.5%	3.6%	4.1%	4.1%
Latino	109,581	466	33,381	120,430	120,430
Latino%	23.6%	9.1%	33.3%	24.9%	24.9%
Native Am.	7,429	95	1,811	6,489	6,489
Native Am. %	1.6%	1.9%	1.8%	1.3%	1.3%
White	314,349	3,858	68,637	371,412	371,412
White %	67.7%	75.2%	68.6%	76.8%	76.8%
Other	13,465	141	18,016	56,966	56,966
Other%	2.9%	2.8%	18.0%	11.8%	11.8%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population	464,326	5,134	100,116	483,878	483,878
Children	28,324	1,813	28,262	93,395	93,395
Children%	6.1%	35.3%	28.2%	19.3%	19.3%
TAY				65,507	65,507
TAY%				13.5%	13.5%
Adult	360,317	2,882	53,378	225,423	225,423
Adult%	77.6%	56.1%	53.3%	46.6%	46.6%
Older Adult	60,362	439	18,476	99,553	99,553
Older Adult%	13.0%	8.6%	18.5%	20.6%	20.6%
Males	231,613	2,766		237,902	237,902
Male%	49.9%	53.9%		49.2%	49.2%
Females	237,993	2,349		245,976	245,976
Female%	51.3%	45.8%		50.8%	50.8%

For Sonoma County, demographic data are relatively complete, with the exception of language variables.

Table 7ax. Sonoma County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population	
Workforce Data (FTEs)						
Unlicensed WF						
Licensed Direct WF						
Other Direct WF						
Direct Total FTE	0.0					
Indirect Total FTE	392.0					
WF Total (White)	329.0	314,349	3,858	68,637	371,412	
WF Total (Latino)	44.0	109,581	466	33,381	120,430	
WF Total (African Am.)	19.0	8,358	260	2,191	7,610	
WF Total (API)	10.0	19,966	126	3,587	19,899	
WF Total (Native Am.)	5.0	7,429	95	1,811	6,489	
WF Total (Other)	9.0	13,465	141	18,016	56,966	
WF Total (All)	416.0	464,326	5,134	100,116	483,878	
WF % White	79.1%	67.7%	75.2%	68.6%	76.8%	
WF % Latino	10.6%	23.6%	9.1%	33.3%	24.9%	
WF % African Am.	4.6%	1.8%	5.1%	2.2%	1.6%	
WF % API	2.4%	4.3%	2.5%	3.6%	4.1%	
WF % Native Am.	1.2%	1.6%	1.9%	1.8%	1.3%	
WF % Other	2.2%	2.9%	2.8%	18.0%	11.8%	
Sonoma County workforce data are limited for a few categories. The percentage of FTEs among Latino staff appears low when compared to the general, CSS, and DOF population compositions.						
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7
Trauma exposed individuals	Children and youth in stressed families	Children at risk for school failure	Children at risk for juvenile justice involvement	Underserved cultural populations	Individuals experiencing onset of serious psychiatric illness	Latino population
Several CSS targets for Sonoma County are focused on age and risk-specific groups. No WET target populations were noted.						

Note: Sections with blanks indicates that data were not available.

Table 7ay. Stanislaus County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	511,263	123,574	166,071	514,453	514,453
African American	13,942	4,898	4,722	14,721	14,721
African Am. %	2.7%	4.0%	2.8%	2.9%	2.9%
API	26,667	6,793	8,768	29,491	29,491
API %	5.2%	5.5%	5.3%	5.7%	5.7%
Latino	199,543	63,542	74,844	215,658	215,658
Latino%	39.0%	51.4%	45.1%	41.9%	41.9%
Native Am.	3,843	398	1,155	5,902	5,902
Native Am. %	0.8%	0.3%	0.7%	1.1%	1.1%
White	256,569	41,016	69,916	337,342	337,342
White %	50.2%	33.2%	42.1%	65.6%	65.6%
Other	10,699	6,927	6,666	99,210	99,210
Other%	2.1%	5.6%	4.0%	19.3%	19.3%
Language					
API					
API%					
English		77,037			
English%		62.3%			
Spanish		35,844			
Spanish%		29.0%			
Other		10,693			
Other%		8.7%			
Age/Gender					
Total Population	511,263	123,574	166,071	514,453	514,453
Children	145,874	60,448	58,121	129,617	129,617
Children%	28.5%	48.9%	35.0%	25.2%	25.2%
TAY			28,008	78,817	78,817
TAY%			16.9%	15.3%	15.3%
Adult	313,163	51,529	60,060	227,583	227,583
Adult%	61.3%	41.7%	36.2%	44.2%	44.2%
Older Adult	52,226	11,597	19,882	78,436	78,436
Older Adult%	10.2%	9.4%	12.0%	15.2%	15.2%
Males	253,014	54,243		254,489	254,489
Male%	49.5%	43.9%		49.5%	49.5%
Females	258,249	69,331		259,964	259,964
Female%	50.5%	56.1%		50.5%	50.5%

Demographic data for Solano County are relatively complete, with the exception of language variables. Different proportions across data sources may be attributed to differences in definitions for some subgroups.

Table 7ay. Stanislaus County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	220.0				
Licensed Direct WF	307.9				
Other Direct WF	2.4				
Direct Total FTE	530.3				
Indirect Total FTE	210.2				
WF Total (White)	439.5	314,349	3,858	68,637	371,412
WF Total (Latino)	168.9	109,581	466	33,381	120,430
WF Total (African Am.)	43.1	13,942	4,898	4,722	14,721
WF Total (API)	68.4	26,667	6,793	8,768	29,491
WF Total (Native Am.)	8.6	7,429	95	1,811	6,489
WF Total (Other)	11.9	13,465	141	18,016	56,966
WF Total (All)	740.5	511,263	123,574	166,071	514,453
WF % White	59.4%	67.7%	75.2%	68.6%	76.8%
WF % Latino	22.8%	23.6%	9.1%	33.3%	24.9%
WF % African Am.	5.8%	2.7%	4.0%	2.8%	2.9%
WF % API	9.2%	5.2%	5.5%	5.3%	5.7%
WF % Native Am.	1.2%	1.6%	1.9%	1.8%	1.3%
WF % Other	1.6%	2.9%	2.8%	18.0%	11.8%
Workforce data appear complete and reflective of the general population for Stanislaus County.					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	
Latino	Native American	API	Older adults	Individuals living in outlying areas	
CSS target populations for Stanislaus County are relatively broad.					
WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4	WET Target Population 5	
Bilingual, bicultural staff in all classifications, especially Spanish speaking	African American direct service staff	Bilingual, bicultural licensed staff	Bilingual clinicians trained for children	Individuals with lived experience, both consumers and family members, especially Spanish speaking and Assyrian	
WET targets largely focus on bilingual staffing needs, and experience with specific racial/ethnic and mental health issues.					

Note: Sections with blanks indicates that data were not available.

Table 7az. Sutter-Yuba County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	164,138	42,815	31,647	94,737	94,737
African American	4,279	1,362	809	1,919	1,919
African Am. %	2.6%	3.2%	2.6%	2.0%	2.0%
API	17,161	5,602	3,182	13,944	13,944
API %	10.5%	13.1%	10.1%	14.7%	14.7%
Latino	41,229	14,464	9,536	27,251	27,251
Latino%	25.1%	33.8%	30.1%	28.8%	28.8%
Native Am.	2,609	549	745	1,365	1,365
Native Am. %	1.6%	1.3%	2.4%	1.4%	1.4%
White	94,501	19,366	15,308	57,749	57,749
White %	57.6%	45.2%	48.4%	61.0%	61.0%
Other	4,359	1,474	2,067	14,463	14,463
Other%	2.7%	3.4%	6.5%	15.3%	15.3%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population	164,138	42,815	31,647	94,737	94,737
Children	44,865	19,961	11,315	23,060	23,060
Children%	27.3%	46.6%	35.8%	24.3%	24.3%
TAY			4,348	13,576	13,576
TAY%			13.7%	14.3%	14.3%
Adult	101,401	17,568	13,914	41,418	41,418
Adult%	61.8%	41.0%	44.0%	43.7%	43.7%
Older Adult	17,872	5,287	2,070	16,683	16,683
Older Adult%	10.9%	12.3%	6.5%	17.6%	17.6%
Males	81,813	19,150		47,001	47,001
Male%	49.8%	44.7%		49.6%	49.6%
Females	82,325	23,665		47,736	47,736
Female%	50.2%	55.3%		50.4%	50.4%

With the exception of language variables, demographic data for Sutter-Yuba Counties are detailed, complete, and consistent across data sources.

Table 7az. Sutter-Yuba County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	58.0				
Licensed Direct WF	75.0				
Other Direct WF	12.0				
Direct Total FTE	145.0				
Indirect Total FTE	54.0				
WF Total (White)	155.0	94,501	19,366	15,308	57,749
WF Total (Latino)	18.0	41,229	14,464	9,536	27,251
WF Total (African Am.)	5.0	4,279	1,362	809	1,919
WF Total (API)	7.0	17,161	5,602	3,182	13,944
WF Total (Native Am.)	1.0	2,609	549	745	1,365
WF Total (Other)	13.0	4,359	1,474	2,067	14,463
WF Total (All)	199.0	164,138	42,815	31,647	94,737
WF % White	77.9%	57.6%	45.2%	48.4%	61.0%
WF % Latino	9.0%	25.1%	33.8%	30.1%	28.8%
WF % African Am.	2.5%	2.6%	3.2%	2.6%	2.0%
WF % API	3.5%	10.5%	13.1%	10.1%	14.7%
WF % Native Am.	0.5%	1.6%	1.3%	2.4%	1.4%
WF % Other	6.5%	2.7%	3.4%	6.5%	15.3%

Workforce data appear complete for Sutter-Yuba Counties. There appears to be low proportions of Latino and API FTEs compared to the proportions noted in the general, Medi-Cal, CSS, and DOF demographic data.

CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6	CSS Target Population 7	CSS Target Population 8	CSS Target Population 9
Latino	American Indian	Hmong	Asian Indian	Spanish, preferred language	0-5 year olds	16-25 year olds	Homebound seniors	LGBTQ

CSS target populations are numerous for Sutter-Yuba Counties. Some targets are broad while others are very specific, with subgroups delineated by age, language, and sexual orientation.

WET Target Population 1	WET Target Population 2	WET Target Population 3	WET Target Population 4	WET Target Population 5	WET Target Population 6	WET Target Population 7	WET Target Population 8
Bilingual Spanish staff	Bilingual Spanish interpreters	Licensed staff, all ethnicities and languages	Administrative staff, all ethnicities and languages	Consumers and family members, all ethnicities and languages	Consumers, family members and community stakeholders	Increase opportunity for individuals with lived experience to pursue license and unlicensed positions in mental health	Registered interns

Some WET targets appear to be well focused on local cultural and bilingual needs. Some targets are broad.

Note: Sections with blanks indicates that data were not available.

Table 7ba. Tehama County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	61,138	14,916	22,150	63,463	63,463
African American	611	131	129	406	406
African Am. %	1.0%	0.9%	0.6%	0.6%	0.6%
API	856	211	202	732	732
API %	1.4%	1.4%	0.9%	1.2%	1.2%
Latino	12,961	3,732	5,192	13,906	13,906
Latino%	21.2%	25.0%	23.4%	21.9%	21.9%
Native Am.	1,467	254	592	1,644	1,644
Native Am. %	2.4%	1.7%	2.7%	2.6%	2.6%
White	56,613	10,127	15,345	51,721	51,721
White %	92.6%	67.9%	69.3%	81.5%	81.5%
Other	1,590	461	690	6,258	6,258
Other%	2.6%	3.1%	3.1%	9.9%	9.9%
Language					
API					
API%					
English		11,544			
English%		77.4%			
Spanish		2,625			
Spanish%		17.6%			
Other	8,803	726			
Other%	14.4%	4.9%			
Age/Gender					
Total Population	61,138	14,916	22,150	63,463	63,463
Children	19,381	6,838	7,354	14,165	14,165
Children%	31.7%	45.8%	33.2%	22.3%	22.3%
TAY		1,322	1,048	8,029	8,029
TAY%		8.9%	4.7%	12.7%	12.7%
Adult	32,464	6,544	10,600	27,137	27,137
Adult%	53.1%	43.9%	47.9%	42.8%	42.8%
Older Adult	9,293	1,534	3,148	14,132	14,132
Older Adult%	15.2%	10.3%	14.2%	22.3%	22.3%
Males	30,324	6,418		31,610	31,610
Male%	49.6%	43.0%		49.8%	49.8%
Females	30,814	8,498		31,853	31,853
Female%	50.4%	57.0%		50.2%	50.2%

Tehama County demographic data appear detailed and complete, with the exception of language variables, and depict similar distributions across data sources.

Table 7ba. Tehama County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	27.0				
Licensed Direct WF	19.0				
Other Direct WF	11.0				
Direct Total FTE	57.0				
Indirect Total FTE	23.0				
WF Total (White)	65.0	56,613	10,127	15,345	51,721
WF Total (Latino)	9.0	12,961	3,732	5,192	13,906
WF Total (African Am.)	2.0	611	131	129	406
WF Total (API)	1.0	856	211	202	732
WF Total (Native Am.)	2.0	1,467	254	592	1,644
WF Total (Other)	1.0	1,590	461	690	6,258
WF Total (All)	80.0	61,138	14,916	22,150	63,463
WF % White	81.3%	92.6%	67.9%	69.3%	81.5%
WF % Latino	11.3%	21.2%	25.0%	23.4%	21.9%
WF % African Am.	2.5%	1.0%	0.9%	0.6%	0.6%
WF % API	1.3%	1.4%	1.4%	0.9%	1.2%
WF % Native Am.	2.5%	2.4%	1.7%	2.7%	2.6%
WF % Other	1.3%	2.6%	3.1%	3.1%	9.9%
Workforce data appear complete for Tehama County. The proportion of FTEs among Latino staff appears lower than the proportion of Latinos in the general, Medi-Cal, CSS, and DOF populations.					
CSS Target Population 1		CSS Target Population 2		CSS Target Population 3	
Latino		Native American		LGBTQ	
CSS target populations for Tehama appear to be well focused on local needs. WET target populations were not noted.					

Note: Sections with blanks indicates that data were not available.

Table 7bb. Tri-City County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population				366,248	366,248
African American				12,389	12,389
African Am. %				3.4%	3.4%
API				24,939	24,939
API %				6.8%	6.8%
Latino				119,315	119,315
Latino%				32.6%	32.6%
Native Am.				3,002	3,002
Native Am. %				0.8%	0.8%
White				255,776	255,776
White %				69.8%	69.8%
Other				50,498	50,498
Other%				13.8%	13.8%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population				366,248	366,248
Children					
Children%					
TAY					
TAY%					
Adult					
Adult%					
Older Adult					
Older Adult%					
Males				178,994	178,994
Male%				48.9%	48.9%
Females				185,254	185,254
Female%				50.6%	50.6%

Table 7bb. Tri-City County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF					
Licensed Direct WF					
Other Direct WF					
Direct Total FTE					
Indirect Total FTE					
WF Total (White)					255,776
WF Total (Latino)					119,315
WF Total (African Am.)					12,389
WF Total (API)					24,939
WF Total (Native Am.)					3,002
WF Total (Other)					50,498
WF Total (All)					366,248
WF % White					69.80%
WF % Latino					32.60%
WF % African Am.					3.40%
WF % API					6.80%
WF % Native Am.					0.80%
WF % Other					13.80%
Workforce data and population targets were not noted for Tri-City County.					

Note: The missing data for the items were not reviewed. Table is incomplete.

Table 7bc. Trinity County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	13,043	2,846		13,786	13,786
African American	69	14		59	59
African Am. %	0.5%	0.5%		0.4%	0.4%
API	171	19		110	110
API %	1.3%	0.7%		0.8%	0.8%
Latino	705	100		959	959
Latino%	5.4%	3.5%		7.0%	7.0%
Native Am.	204	145		655	655
Native Am. %	1.6%	5.1%		4.8%	4.8%
White	12,391	2,569		12,033	12,033
White %	95.0%	90.3%		87.3%	87.3%
Other				217	217
Other%				1.6%	1.6%
Language					
API					
API%					
English		2,731			
English%		96.0%			
Spanish		37			
Spanish%		1.3%			
Other		78			
Other%		2.7%			
Age/Gender					
Total Population		2,846		13,786	13,786
Children		1,115		2,172	2,172
Children%		39.2%		15.8%	15.8%
TAY				1,296	1,296
TAY%				9.4%	9.4%
Adult		1,403		6,253	6,253
Adult%		49.3%		45.4%	45.4%
Older Adult		327		4,065	4,065
Older Adult%		11.5%		29.5%	29.5%
Males		1,316		7,113	7,113
Male%		46.2%		51.6%	51.6%
Females		1,530		6,673	6,673
Female%		53.8%		48.4%	48.4%

Demographic data for Trinity County exhibit several gaps in general and CSS populations.

Table 7bc. Trinity County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	15.3				
Licensed Direct WF	8.0				
Other Direct WF	0.0				
Direct Total FTE	23.3				
Indirect Total FTE	12.0				
WF Total (White)	31.3	12,391	2,569		12,033
WF Total (Latino)	1.0	705	100		959
WF Total (African Am.)	0.0	69	14		59
WF Total (API)	0.0	171	19		110
WF Total (Native Am.)	3.0	204	145		655
WF Total (Other)	0.0				217
WF Total (All)	35.3	13,043	2,846		13,786
WF % White	88.7%	95.0%	90.3%		87.3%
WF % Latino	2.8%	5.4%	3.5%		7.0%
WF % African Am.	0.0%	0.5%	0.5%		0.4%
WF % API	0.0%	1.3%	0.7%		0.8%
WF % Native Am.	8.5%	1.6%	5.1%		4.8%
WF % Other	0.0%				1.6%

Workforce data appear complete for Trinity County and the composition of the workforce appears to reflect the racial/ethnic composition of the general, Medi-Cal, and DOF populations.

CSS
Target Population 1
Rural poor, all ages

One CSS target population is noted.

WET
Target Population 1
Consumers and family members

The WET target population noted for Trinity County focuses on individuals with lived experience.

Note: Sections with blanks indicates that data were not available.

Table 7bd. Tulare County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	368,021	151,320		442,179	442,179
African American	5,852	2,969		7,196	7,196
African Am. %	1.6%	2.0%		1.6%	1.6%
API	12,439	5,045		15,685	15,685
API %	3.4%	3.3%		3.5%	3.5%
Latino	186,844	108,628		268,065	268,065
Latino%	50.8%	71.8%		60.6%	60.6%
Native Am.	12,034	754		6,993	6,993
Native Am. %	3.3%	0.5%		1.6%	1.6%
White	213,747	28,073		265,618	265,618
White %	58.1%	18.6%		60.1%	60.1%
Other	130,243	5,853		128,263	128,263
Other%	35.4%	3.9%		29.0%	29.0%
Language					
API					
API%					
English	207,196				
English%	56.3%				
Spanish	143,160				
Spanish%	38.9%				
Other	4,048				
Other%	1.1%				
Age/Gender					
Total Population	368,021	151,320		442,179	442,179
Children	124,391	77,958		127,780	127,780
Children%	33.8%	51.5%		28.9%	28.9%
TAY	39,010			70,081	70,081
TAY%	10.6%			15.8%	15.8%
Adult	168,554	59,739		184,141	184,141
Adult%	45.8%	39.5%		41.6%	41.6%
Older Adult	36,066	13,624		60,177	60,177
Older Adult%	9.8%	9.0%		13.6%	13.6%
Males		68,033		221,442	221,442
Male%		45.0%		50.1%	50.1%
Females		83,288		220,737	220,737
Female%		55.0%		49.9%	49.9%

Demographic data for Tulare County have gaps in CSS data and in gender and language variables elsewhere.

Table 7bd. Tulare County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	202.0				
Licensed Direct WF	238.9				
Other Direct WF	55.0				
Direct Total FTE	495.9				
Indirect Total FTE	228.0				
WF Total (White)	276.9	213,747	28,073		265,618
WF Total (Latino)	371.1	186,844	108,628		268,065
WF Total (African Am.)	17.0	5,852	2,969		7,196
WF Total (API)	32.9	12,439	5,045		15,685
WF Total (Native Am.)	1.0	12,034	754		6,993
WF Total (Other)	24.0	130,243	5,853		128,263
WF Total (All)	723.9	368,021	151,320		442,179
WF % White	38.3%	58.1%	18.6%		60.1%
WF % Latino	51.3%	50.8%	71.8%		60.6%
WF % African Am.	2.3%	1.6%	2.0%		1.6%
WF % API	4.5%	3.4%	3.3%		3.5%
WF % Native Am.	0.1%	3.3%	0.5%		1.6%
WF % Other	3.3%	35.4%	3.9%		29.0%
Workforce data appear complete for Tulare County and reflect relatively strong coverage for Latino and White mental health staffing.					
CSS Target Population 1		CSS Target Population 2		CSS Target Population 3	
Children with SMI and/or SED		Unserved and underserved in rural communities, all ages		TAY with SMI and/or SED	
Target populations 1 and 3 for Tulare County are focused on young, high-risk populations, while target 2 is broad. WET targets were not noted.					

Note: Sections with blanks indicates that data were not available.

Table 7be. Tuolumne County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	56,910	1,525		55,365	55,365
African American	1,138	5		1,143	1,143
African Am. %	2.0%	0.3%		2.1%	2.1%
API	570	14		648	648
API %	1.0%	1.0%		1.2%	1.2%
Latino	5,691	54		5,918	5,918
Latino%	10.0%	3.5%		10.7%	10.7%
Native Am.	1,138	17		1,039	1,039
Native Am. %	2.0%	1.1%		1.9%	1.9%
White	47,235	1,351		48,274	48,274
White %	83.0%	88.6%		87.2%	87.2%
Other	1,138	84		2,238	2,238
Other%	2.0%	5.5%		4.0%	4.0%
Language					
API					
API%					
English					
English%					
Spanish					
Spanish%					
Other					
Other%					
Age/Gender					
Total Population		1,525		55,365	55,365
Children		482		8,365	8,365
Children%		31.6%	4.4%	15.1%	15.1%
TAY		221		6,146	6,146
TAY%		14.5%		11.1%	11.1%
Adult		758		24,978	24,978
Adult%		49.7%	10.1%	45.1%	45.1%
Older Adult		64		15,876	15,876
Older Adult%		4.2%	2.6%	28.7%	28.7%
Males		866		29,245	29,245
Male%		56.8%		52.8%	52.8%
Females		659		26,120	26,120
Female%		43.2%		47.2%	47.2%

Several gaps in demographic data were noted for Tuolumne County.

Table 7be. Tuolumne County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	19.0				
Licensed Direct WF	22.5				
Other Direct WF	5.0				
Direct Total FTE	46.5				
Indirect Total FTE	23.0				
WF Total (White)	65.5	47,235	1,351		48,274
WF Total (Latino)	4.0	5,691	54		5,918
WF Total (African Am.)		1,138	5		1,143
WF Total (API)		570	14		648
WF Total (Native Am.)		1,138	17		1,039
WF Total (Other)		1,138	84		2,238
WF Total (All)	69.5				55,365
WF % White	94.2%	83.0%	88.6%		87.20%
WF % Latino	5.8%	10.0%	3.5%		10.70%
WF % African Am.		2.0%	0.3%		2.10%
WF % API		1.0%	1.0%		1.20%
WF % Native Am.		2.0%	1.1%		1.90%
WF % Other		2.0%	5.5%		4.00%
Workforce data appear complete for Tuolumne County. Since Latino population continues to increase, workforce data to general (i.e., Medi-Cal and DOF population data), indicate a need for increased representation of Latino mental health staff.					
CSS Target Population 1	CSS Target Population 2	CSS Target Population 3	CSS Target Population 4	CSS Target Population 5	CSS Target Population 6
Native Americans	Latinos	Children and families	All age groups – homelessness and at-risk of homelessness	All age groups – incarceration and at-risk of incarceration	All age groups – co-occurring disorders and dual diagnosis
CSS target populations for Tuolumne County are focused on very specific subpopulations, while others are relatively broad.					
WET Target Population 1		WET Target Population 2		WET Target Population 3	
Native American		Latino		Spanish speaking staff	
WET target populations appear to be well focused on specific cultural and linguistic subpopulations,					

Note: Sections with blanks indicates that data were not available.

Table 7bf. Ventura County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	798,364		167,792	823,318	823,318
African American	17,212		3,706	15,163	15,163
African Am. %	2.2%		2.2%	1.8%	1.8%
API	53,247		11,580	57,089	57,089
API %	6.7%		6.9%	6.9%	6.9%
Latino	296,745		99,111	331,567	331,567
Latino%	37.2%		59.1%	40.3%	40.3%
Native Am.	9,112		1,887	8,068	8,068
Native Am. %	1.1%		1.1%	1.0%	1.0%
White	417,425		48,207	565,804	565,804
White %	52.3%		28.7%	68.7%	68.7%
Other			3,301	140,253	140,253
Other%			2.0%	17.0%	17.0%
Language					
API					
API%					
English	502,969				
English%	63.0%				
Spanish					
Spanish%					
Other	295,395				
Other%	37.0%				
Age/Gender					
Total Population			167,792	823,318	823,318
Children			26,697	185,487	185,487
Children%			15.9%	22.5%	22.5%
TAY			20,461	118,834	118,834
TAY%			12.2%	14.4%	14.4%
Adult			102,212	380,376	380,376
Adult%			60.9%	46.2%	46.2%
Older Adult			18,422	138,621	138,621
Older Adult%			11.0%	16.8%	16.8%
Males				408,969	408,969
Male%				49.7%	49.7%
Females				414,349	414,349
Female%				50.3%	50.3%

A number of gaps were evident in Ventura County demographic data.

Table 7bf. Ventura County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	361.8				
Licensed Direct WF	230.3				
Other Direct WF	59.2				
Direct Total FTE	651.3				
Indirect Total FTE	233.8				
WF Total (White)	506.8	417,425		48,207	565,804
WF Total (Latino)	264.2	296,745		99,111	331,567
WF Total (African Am.)	49.6	17,212		3,706	15,163
WF Total (API)	50.1	53,247		11,580	57,089
WF Total (Native Am.)	4.5	9,112		1,887	8,068
WF Total (Other)	10.1			3,301	140,253
WF Total (All)	885.1	798,364		167,792	823,318
WF % White	57.3%	52.3%		28.7%	68.7%
WF % Latino	29.8%	37.2%		59.1%	40.3%
WF % African Am.	5.6%	2.2%		2.2%	1.8%
WF % API	5.7%	6.7%		6.9%	6.9%
WF % Native Am.	0.5%	1.1%		1.1%	1.0%
WF % Other	1.1%			2.0%	17.0%

Workforce data appear complete. Comparison of workforce data to general, CSS and DOF population data indicate a need for increased representation of Latino mental health staff. CSS and WET target populations were not noted.

Note: Sections with blanks indicates that data were either not available.

Table 7bg. Yolo County Profile: Cultural Competency Plan

Variable	General Population (CCP)	Medi-Cal Population	CSS Population	US Census	DOF
Total Population	195,844	31,271		200,849	200,849
African American	5,023	1,443		5,208	5,208
African Am. %	2.6%	4.6%		2.6%	2.6%
API	23,917	2,221		26,962	26,962
API %	12.2%	7.1%		13.4%	13.4%
Latino	54,766	14,882		60,953	60,953
Latino%	28.0%	47.6%		30.3%	30.3%
Native Am.	1,378	277		2,214	2,214
Native Am. %	0.7%	0.9%		1.1%	1.1%
White	105,430	9,381		126,883	126,883
White %	53.8%	30.0%		63.2%	63.2%
Other	5,330	3,067		27,882	27,882
Other%	2.7%	9.8%		13.9%	13.9%
Language					
API					
API%					
English		17,727			
English%		55.6%			
Spanish		9,630			
Spanish%		30.2%			
Other		2,713			
Other%		8.5%			
Age/Gender					
Total Population	195,844	31,271		200,849	200,849
Children	48,798	14,384		40,192	40,192
Children%	24.9%	46.0%		20.0%	20.0%
TAY				47,062	47,062
TAY%				23.4%	23.4%
Adult	111,660	12,414		84,858	84,858
Adult%	57.0%	39.7%		42.2%	42.2%
Older Adult	35,386	4,473		28,737	28,737
Older Adult%	18.1%	14.3%		14.3%	14.3%
Males	96,057	13,676		97,935	97,935
Male%	49.0%	43.7%		48.8%	48.8%
Females	99,787	17,595		102,914	102,914
Female%	51.0%	56.3%		51.2%	51.2%

Several gaps in demographic data were noted for Yolo County.

Table 7bg. Yolo County Profile: Cultural Competency Plan (Continued)

Variable	Full-Time Equivalent/%	General Population (CCP)	Medi-Cal Population	CSS Population	DOF Population
Workforce Data (FTEs)					
Unlicensed WF	239.7				
Licensed Direct WF	241.0				
Other Direct WF	195.6				
Direct Total FTE	676.3				
Indirect Total FTE	284.4				
WF Total (White)	635.1	105,430	9,381		126,883
WF Total (Latino)	106.7	54,766	14,882		60,953
WF Total (African Am.)	88.1	5,023	1,443		5,208
WF Total (API)	73.9	23,917	2,221		26,962
WF Total (Native Am.)	12.2	1,378	277		2,214
WF Total (Other)	44.8	5,330	3,067		27,882
WF Total (All)	960.7	195,844	31,271		200,849
WF % White	66.1%	53.8%	30.0%		63.2%
WF % Latino	11.1%	28.0%	47.6%		30.3%
WF % African Am.	9.2%	2.6%	4.6%		2.6%
WF % API	7.7%	12.2%	7.1%		13.4%
WF % Native Am.	1.3%	0.7%	0.9%		1.1%
WF % Other	4.7%	2.7%	9.8%		13.9%

Workforce data appear complete for Yolo County. Staff appears to be diverse. Comparison of workforce data to general, Medi-Cal and DOF population data indicate a need for increased representation of Latino mental health staff.

CSS Target Pop. 1	CSS Target Pop. 2	CSS Target Pop. 3	CSS Target Pop. 4	CSS Target Pop. 5	CSS Target Pop. 6	CSS Target Pop. 7	CSS Target Pop. 8	CSS Target Pop. 9	CSS Target Pop. 10
Children 0-17	Latino, adult and children	API	White, Non Latino	Homeless	TAY emancipating from foster care or juvenile hall	LGBTQ	Older adults with Spanish, Russian, or south-east languages	Rural populations	SMI individuals with co-occurring substance abuse disorders

CSS target populations for Yolo County are numerous. While some of the targets are focused on very specific subpopulations, others are relatively broad.

WET Target Population 1	WET Target Population 3	WET Target Population 3	WET Target Population 4
Additional bilingual and bicultural staff	Staff trained for LGBTQ community	Consumers and Family Member staff	Non-English speakers: Spanish, Russian, Ukrainian, Deaf/Hearing Impaired

WET target populations appear to be well focused on specific cultural and linguistic subpopulations, as well as staff with lived experience.

Note: Sections with blanks indicates that data were not available.

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