Individual Cultural Competence Survey for MHSOAC Commissioners and Staff

1. Are you familiar with current and projected demographics for the State of California? What is the source of your knowledge? Do you need more information in this area?

2. Do you have particular knowledge or expertise regarding social determinants of health and/or social strengths of diverse populations in the State of California? If yes, please list the populations for which you have this knowledge or expertise.

3. For those population groups identified in Question 2, do you have specific knowledge or expertise regarding:

    a. Health beliefs, customs, and values of the population?

    b. Natural networks of support?

    c. Help seeking practices?

    d. The way mental illness and health are viewed?

4. Does the MHSOAC's mission statement incorporates cultural and linguistic competence as a core component of its mission?

5. Does the MHSOAC support a model that incorporates cultural values and practices into its decision-making process?

6. As a part of your work with the MHSOAC, do you systematically review policies and procedures to ensure they are relevant to the delivery of culturally responsive services?

7. At a policy level, do you consider barriers to accessing care in all aspects of the decision-making process (i.e., plan approval, policy guidance, evaluation, quality improvement, hiring and staff development, performance evaluation, stakeholder satisfaction, etc.)?

8. In the context of formal discussions about MHSOAC policy and/or business, are you able to regularly share your experience and knowledge about diverse communities and/or the Impact of racism, stigma, and discrimination on diverse communities?

9. Do you currently, or have you previously, serve as an employee, or on the Board of Directors (or other advisory body), for a community-based organization serving culturally, racially, ethnically, and/or linguistically diverse populations?

10. Have you recently had opportunities to reach out to and engage with individual groups or entities (e.g., places of worship, traditional healers, community based providers, tribal organizations, social organizations, etc.)? Have you had these opportunities in the past?

11. Have you recently had opportunities to hear from community members in their natural settings?

    a. Do you participate in community education activities?

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   b. Do you attend cultural or ceremonial functions?

   c. Do you participate in local community events?

12. Do you feel you have adequate support and resources to participate in regular professional development and training activities related to enhancing cultural competence/cultural responsiveness?

13. Is the frequency of cultural competence training provided to MHSOAC staff and Commissioners sufficient and appropriate to ensure the MHSOAC is a culturally responsive/competent organization?

14. What training do you need or would you like to see for the Commission?

15. Do you differentiate between racial, ethnic, and cultural identities (e.g., heritage, religion, etc.) in your consideration of the needs of diverse populations?

16. Do you have specific knowledge and/or expertise of the unique needs of individuals with multiple intersectional identities (i.e., the unique needs of women of color, older adult African American men, Male to female transgender Korean individuals, Latino female TAY with hearing impairment)

Demographics:

1. Are you a Commissioner, Staff, or Committee Member
2. Gender Identity
3. Sexual orientation
4. Race and Ethnicity
5. Age
6. Languages spoken, other than English
7. Sector Affiliation
8. Years of involvement with MHSOAC
9. Years of involvement with public mental health system
10. Lived experience as a MH and/or SUD client or family member
11. State which best describes how and when you acquired your knowledge and skills related to cultural and linguistic competence:
    a. Academic curricula
    b. Continuing education
    c. Workshops/conferences
    d. Employer sponsored training (MHSOAC)
    e. Employer sponsored training (non-MHSOAC)
    f. On-the-job experience
    g. Research
    h. Living in diverse communities

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