

Individual Cultural Competence Survey for MHSOAC Commissioners and Staff

1. Are you familiar with current and projected demographics for the State of California?
2. Do you have particular 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 and 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 have a mission statement that incorporates cultural and linguistic competence in service delivery?
5. Does the MHSOAC support a practice model that incorporates culture in the delivery of services?
6. As a part of your work with the MHSOAC, do you systematically review policies and procedures to insure 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. Does the MHSOAC, as an organization, afford opportunities for you to share, in the context of formal discussions about MHSOAC policy and/or business, 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. What opportunities have you had 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.)?
11. What opportunities have you had 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 and cultural identity (e.g. heritage, religion, etc.) in your consideration of the needs of diverse populations?
 16. Do you have specific knowledge and/or understanding of the unique needs of individuals with multiple intersectional identities (i.e. do you take into consideration the unique needs of women of color, older adult African American men, Male to female transgender Korean?)

Demographics:

1. Gender Identity
2. Sexual orientation
3. Race and Ethnicity
4. Age
5. Languages spoken, other than English
6. Sector Affiliation
7. Years of involvement with MHSOAC
8. Years of involvement with public mental health system
9. Lived experience as a MHSUD client or family member
10. 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. Living in diverse communities

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