

**Cultural Competence Committee Ad Hoc Workgroup**  
**Cultural Competence Committee Recommendation to the MHSA Steering Committee**  
**January 17, 2019**

**Recommendation:**

The Cultural Competence Committee Ad Hoc Workgroup recommends using Prevention and Early Intervention (PEI) funding to develop a new program to address mental health and wellness needs of African American/Black community members who have experienced or have been exposed to trauma.

The Workgroup recommends that this new prevention program serve Sacramento County African American/Black community members of all ages and genders across the life span, with special consideration given as a prevention measure to children, youth, teens, and Transition Age Youth (ages 0 through 25). The Workgroup recommends that all program elements incorporate an understanding of African American/Black cultural heritage, including norms and traditions, the broad and multifaceted definition of family, and historical trauma.

The Workgroup recommends convening community listening sessions to obtain input from the Sacramento County African American/Black community in order to further refine these strategies.

The Workgroup recommends that the following key elements of prevention services and supports for African American/Black community members who have experienced or have been exposed to trauma are incorporated into the new program:

- Recruit, hire, and retain a diverse workforce that is reflective of the African American/Black community.
- Cultural Brokers and Peers are utilized to provide support to youth, young people, and their families who have experienced trauma within educational, health, mental health, and other systems.
- Services are provided by staff who can relate to and are reflective of the community they are serving. Outreach, engagement strategies and communication strategies are culturally responsive, relatable, and easy to understand.

Services include an array of support groups that provide safe healing spaces for community members such as, but not limited to:

- Ethnic/topic specific
- Gender specific support groups
- Healing circles and groups
- LGBTQ and Transgender support groups
- Trauma from gun violence for family members and victims
- Victims of racial profiling support groups for men

Services will leverage or enhance existing mentorship opportunities that are available in the community to build protective factors.

Training for community members to increase their recognition of early signs of mental illness and providing assistance with linkage to the appropriate level of treatment.

Collaboration and cross training regarding cultural competence, trauma informed care/practice/implementation, implicit bias, social determinants of health and historical trauma for stakeholders, governmental agencies, and other large institutions (i.e. Law Enforcement, CPS, educators, health systems).

Collaboration with other local PEI efforts such as the Suicide Prevention Project/Supporting Community Connections program serving the African American/Black community and the local mental illness stigma and discrimination reduction project.

The Workgroup recommends that services be provided at easily accessible locations in the community where participants feel safe such as:

- Community centers and organizations, including libraries
- Faith Based Organizations such as churches or other places of worship
- Online support services through social media groups
- In home services
- Community mental health locations and public health centers