



Eliminating Mental Health Disparities by Addressing Acceptability, Accessibility, Affordability, Appropriateness, and Availability



VISION

Cultural and linguistic diversity is respected and celebrated, allowing all people to live, learn, work, play thrive and participate fully in safe, supportive communities.

MISSION

Foster accessible mental health services and supports that are culturally and linguistically competent to meet the needs of diverse populations with regard to race, ethnicity, gender, gender expression, sexual orientation, disability, religion, socio-economic status, geography, language, immigration status and family composition.

POPULATION OF FOCUS

Children, youth, adults and older adults with or at-risk of a mental health disorder.

KEY PRINCIPLES

1. Value diversity and expand cultural knowledge across America
2. Promote culturally and linguistically competent prevention and early intervention strategies
3. Ensure the availability of equitable and culturally congruent services and supports (including recovery-oriented services) that are designed to eliminate mental health disparities
4. Develop personal and organizational capacity for cultural and linguistic competence self-assessment
5. Incorporate a holistic approach in service delivery
6. Embed cultural and linguistic competence within the mental health service delivery system
7. Ensure that services are consumer and family-driven and youth-guided
8. Develop/adapt best practices that promote culturally and linguistically competent services
9. Build partnerships and collaborative relationships across constituency groups
10. Apply knowledge about the dynamics of difference to increase successful cross-cultural collaboration
11. Promote outcomes related to acceptability, accessibility, affordability, appropriateness, and availability of services
12. Integrate continuous quality improvement efforts into all aspects of service delivery and systems

Workforce Development

- Support leadership development and training efforts that promote cultural and linguistic competence
- Develop specialized curricula and training activities that focus on improving service delivery to culturally and linguistically diverse populations
- Engage universities to assist with increasing the diversity of the workforce
- Collaborate with professional guilds to ensure the inclusion of cultural and linguistic competence as part of state licensure requirements, certification and re-certification

Holistic Services and Supports

- Identify best practices in the cultural and linguistic adaptation of evidence-based practices
- Promote the use of effective, non-traditional healing practices

Research and Evaluation

- Develop an action research agenda with a focus on improving culturally and linguistically competent services that incorporates practice-based evidence
- Adapt evidence-based practices to better meet the needs of culturally and linguistically diverse populations
- Examine the costs and benefits of culturally competent services and interventions

Public Education, Social Marketing and Awareness

- Create materials and products that promote mental health and reduce stigma across cultural groups
- Produce materials in more than one language and provide opportunities for translation and interpretation services

Policy Development

- Expand the inclusion of culturally and linguistically competent policies at the federal, state and local levels
- Increase the attention to cultural and linguistic issues within the health insurance sector
- Strengthen cultural and linguistic competency language in federal and state grants and contracts

Quality of Care

- Create a baseline of information regarding acceptability, accessibility, affordability, appropriateness, and availability of services to diverse populations
- Monitor quality of care indicators across all diverse populations to improve performance of services and systems

OUTCOMES

- Equal access to quality care for culturally and linguistically diverse populations
- Increased availability of culturally and linguistically competent mental health services for children, youth, adults, and older adults
- Investment in the behavioral health needs of all members of diverse communities
- Development and implementation of policies that reflect the needs of diverse cultural and linguistic groups
- Increased knowledge of mental health issues by consumers, youth and families
- Expanded voice and decision-making role for individuals from diverse cultural backgrounds in the development, implementation and evaluation of mental health services
- Expanded role of persons with lived experience as credentialed providers of care in the mental health workforce and service system
- A behavioral health workforce serving children, families and consumers that is culturally and linguistically competent and reflects the diversity within service populations
- Improved behavioral and emotional functioning of diverse populations
- Reduction of shame, stigma and discrimination related to mental health issues in diverse populations
- Identification and utilization of culturally appropriate evidence-based and practice-based evidence
- Broader and more culturally inclusive research is integrated within behavioral health
- Cultural and linguistic competence are integral aspects of continuous quality improvement in behavioral health systems

PRIORITY AREAS AND STRATEGIES

Community Engagement and Partnerships

- Create an ongoing mechanism to engage constituent groups in the planning, development and implementation of all activities
- Support the establishment of the National Network to Eliminate Disparities in Behavioral Health (NNED) as a means for the review and dissemination of information on disparities
- Support connections to faith-based organizations that engage with diverse populations

Affordable and Accessible Culturally and Linguistically Competent Services

- Facilitate the integration of behavioral health and primary care
- Expand efforts to promote the use of technology as a means to improve access to services