

Cultural and Linguistic Competence Training-of-Trainers Curriculum (CLC-TOT)

A curriculum developed by the National Alliance of Multi-Ethnic Behavioral Health Associations (NAMBHA), sponsored by the Human Research Organization (HumRRO) through funding provided by the Substance Abuse and Mental Health Services Administration (SAMHSA), Center for Mental Health Services (CMHS)

EVENT: PILOT TRAINING OF THE CULTURAL AND LINGUISTIC COMPETENCE TRAINING-OF-TRAINERS CURRICLUM

NAMBHA, in collaboration with HumRRO, is offering an inaugural, pilot training of the Cultural and Linguistic Competence Training-of-Trainers curriculum. This project is one of a series of activities identified to advance efforts to address mental health disparities under CMHS' Eliminating Mental Health Disparities (EMHD) Initiative. The primary purpose of the CLC-TOT curriculum is to provide training to cultural competence staff so that there is greater success in the implementation of and results from cultural and linguistic competence efforts in behavioral health organizations and systems. Such a focus is extremely important due to the increase in behavioral health disparities and the lack of significant diversity in the current mental health workforce, especially as the American population reaches even higher levels of racial, ethnic and cultural diversity.

The NAMBHA CLC-TOT is a multi-method knowledge and capacity enrichment curriculum for individuals who have responsibilities for training, facilitating, or implementing cultural and linguistic competence plans or strategies within their organizations, systems or communities. effective implementation and results in behavioral health organizations and systems. The need for more effective implementation is evident in the great increase in behavioral health disparities and the lack of significant diversity in the current mental health workforce. developed to address trainers/facilitators to assist in more effective cultural competence efforts at the organizational and systems level. The training is a four-day event in which participants will develop the knowledge and skills to:

1. Conduct basic cultural and linguistic competence training, based on the original cultural competence framework developed by Cross, Bazron, Dennis & Isaacs;
2. Identify and explore the personal values, beliefs and assumptions that each participant brings to the work on cultural competence;

3. Understand and explore the relationships between cultural competence and mental health disparities, inequities, and social justice issues;
4. Conduct a basic analysis of an organization and determine its readiness to undertake a cultural and linguistic competence journey;
5. Identify core levers of change and strategies for developing an implementation structure within organizations and agencies to support cultural competence;
6. Determine what it takes to be a change agent for cultural competence in organizations;
7. Create an action plan to be implemented upon return to their home sites.

The training curriculum is predicated on the five essential elements of cultural competence identified by Cross & colleagues in the 1989 seminal monograph, *Towards A Culturally Competent System of Care*. These include: valuing diversity; conducting cultural self-assessments; exploring the dynamics of difference; institutionalizing cultural knowledge; and adapting policies, programs, services and structures to accommodate greater cultural and linguistic competence.

ABOUT THE TRAINING CURRICULUM

The training curriculum consists of 12 modules to be delivered over an intensive four (4) day period. The curriculum has been developed based on adult learning principles and active training techniques. Learning methodologies will include lectures, exercises, small group work, case studies and teach-back opportunities. The training will also include some initial pre-work (assessments, reading materials). Participants are also expected to develop an action plan, during the training, which they will implement when they return to their agencies and job sites. Most of all, participants will be expected to provide extensive feedback and evaluation to the curriculum developers about the training, both during and shortly after the training event.

DATES AND LOCATION OF THE CLC TOT

The pilot training has been scheduled to be held from **Tuesday, October 13, 2009 – Friday, October 16, 2009**. It is expected that those who are

traveling will be ready to start training the morning of the 13th and to remain for training through the late afternoon of the 16th.

The training will be held in the HumRRO training center in Alexandria, Virginia. The site is very close to the Reagan National Airport that services the greater Washington, DC area. However, shuttles are also available to Dulles Airport (Virginia) and BWI Airport (Maryland), if those are more convenient for travel.

Rooms will be reserved for participants at the Crowne Plaza Hotel in Alexandria, located within walking distance of the HumRRO training facilities.

ELIGIBLE PARTICIPANTS

Eligible participants for the pilot training are those staff who have primary responsibility in their organizations, systems or communities for providing technical assistance and training, or implementing cultural and linguistic competence strategies and plans. They should already possess a basic knowledge of cultural competence and should have some experience in training or facilitating cultural competence or related processes. It is also important that the participant have support and commitment from their supervisor or other authorized person within the organization. This support and commitment includes the costs of participating in the program (i.e. time, travel costs), as well as an opportunity to “practice” implementation of the action plan when they return to the “home” organization and community. Those staffing family/consumer-operated organizations, youth organizations or community coalitions who have responsibility for cultural competence are also strongly encouraged to participate.

For the pilot training, NAMBHA will seek a diversity of participants – geography, age, race/ethnicity, professions, experience, etc., as it will be important to see how