

# Fresno County Department of Behavioral Health

## Cultural Humility Committee (CHC) Charter

### Mission Statement:

The Fresno County Department of Behavioral Health's Cultural Humility Committee (CHC) seeks to support the development of a continuous collaborative effort to improve service delivery and strengthen services for underserved, unserved, and inappropriately served diverse populations in Fresno County. The CHC brings together a wide array of community stakeholders to identify, address, and reduce health disparities within the department's services and the overall system of care, as outlined in the annual Fresno County Culturally Responsive Plan (CRP).

**Type of Committee:** Standing Committee (as mandated)

### Membership:

- Chair (ESM)
- Co-Chair (DSC)
- Division Managers
- QI Staff
- Stakeholders
- DBH Director
- DBH Deputy Director
- DBH Medical Staff
- Sub-Committee Personnel
- DBH Contracted Providers
- Staff Development
- Admin-HR
- Compliance
- DBH Clinical Program Staff
- DBH Substance Use Disorder

**Chairperson:** DBH Ethic Services Manager (ESM)/Division Manager

**Co-Chair:** DBH Diversity Services Coordinator (DSC)

### Duties/Responsibilities of the QIC:

The CHC is responsible for the following:

1. Review and approval of the annual mandated Cultural Competency Plan Requirement (CCPR),
2. Identify opportunities to strengthen access, quality, and cost-effectiveness of services for diverse populations to improve outcomes;
3. Identify and recommend cultural humility trainings and cultural enrichment activities;
4. Develop culturally responsive strategies for improved access to care;
5. Ensure the department and the system of care adhere to Federal Culturally and Linguistically Appropriate Services ([CLAS](#)) standards; and
6. Make recommendations for strategies to improve overall health equity in Fresno County.

### Objectives:

1. Assist with the development, review, and approval of the required CCPR/Culturally Responsive Plan and annual updates (California Code of Regulations, Title 9, Section 1810.410).
2. Guide efforts for implementation of the goals of the [County's Culturally Responsive Plan \(CRP\) Delivered With Humility](#):
  - a. Goal 1: To provide timely access to culturally- and linguistically-appropriate, integrated, behavioral health services to improve access for persons from various race/ethnicity groups; across all ages; veterans and their families; individuals who are Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ+); persons released from jail and their families; and other diverse cultures.
  - b. Goal 2: To create a work environment where cultural humility, dignity, and respect are modeled, so all BHSOC staff experience equitable opportunities for professional and personal growth.
  - c. Goal 3: To deliver innovative, evidence-based, trauma-informed, strengths-based behavioral health services in collaboration with other community organizations and co-locate services whenever possible, including in diverse community settings (e.g., schools, organizational

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providers, senior centers, churches, and other community locations) to promote health and wellness.

- d. Goal 4: To develop outreach and education activities focused on disseminating information about behavioral health services for groups and organizations known to serve specific racial and ethnic groups within the community.
  - e. Goal 5: To collect and produce accurate and reliable demographic, service-level, and outcome data to understand and evaluate the impact of services on health equity, cost-effectiveness, and outcomes
3. Address the implementation and coordination of the Culturally Responsive Plan through work of five standing subcommittees:
    - a. Communication
    - b. Access
    - c. Cultural Enrichment and Training
    - d. Governance Policy and Human Resources
    - e. Language

\*Other subcommittees and ad-hoc workgroups may be formed as needed.
  4. Recommend policies, practices, and protocols to support cultural humility and CLAS standards across the system of care.
  5. Provide support for External Quality Review (EQR) and Tri-Annual Medi-Cal reviews of cultural humility efforts from the system of care.

### Delegation of Authority:

Provide recommendation of findings, outcomes, reports to the EMS and DSC, DBH Leadership for approval, denial, direction or additional guidance for action.

**Frequency:** First Thursday of each month.

**Time:** 10:00 am to 12:00 pm

**Place:** Heritage Center Training Room/Virtual

### Formalities:

- Sign In sheets
- Meeting Agenda
- Meeting Minutes