

OMHSAS Cultural Competency

Brief Overview of Cultural Competency Development in OMHSAS

- 1980s – Minority Initiatives Subcommittee of CASSP Advisory Committee established
- 1990s – Minority Initiatives Subcommittee develops “Towards a Culturally Competent System of Care”
- 1997 – Cultural Competency Advisory Committee to OMHSAS established
- 2000 – OMHSAS Executive Team develops first statewide Cultural Competence Strategic Plan
- 2002 – Recommended Clinical/Rehabilitation Standards of Practice

Cultural Competence Mission Statement

Ensure that all programs, policies, program standards and special or new initiatives promote cultural competency in the public behavioral health system in order to guarantee the availability and access to services and supports that adapts to the individual consumer’s culture.

Goal 1: To develop the cultural competence of OMHSAS and create the supports necessary to continue cultural competence with the organization and improve the clinical competence in Pennsylvania’s mental health system.

Objectives:

1. Implement the Cultural Competence Strategic Plan for OMHSAS.
2. Ensure that OMHSAS staff receive orientation and ongoing training.
3. Ensure that policies, training, programs, and initiatives adhere to cultural competence standards.
4. Recruit, promote, and retain a culturally diverse OMHSAS staff at all levels, to reflect the cultural diversity of Pennsylvania.
5. Develop and nourish a climate that supports and promotes a diverse work group.

6. Incorporate cultural competence as a part of the HealthChoices initiative and ongoing improvement process.

Goal 2: To develop a community system of professional mental health and substance abuse care that responds to individuals' clinical needs in the context of their culture.

Objectives:

1. Promote state-of-the-art information and training opportunities for community programs.
2. Develop incentives to promote integration of cultural competence at the local level.
3. Incorporate cultural competence and anti-discrimination practices in program practices, standards, and guidelines.
4. Assist and encourage external constituent groups to be more inclusive of diverse persons.
5. Support the concept of consumer services within the context of his/her family, culture, and community.
6. Evaluate the system's response and effectiveness in meeting the needs of its diverse customers.