

CULTURE & DIVERSITY EVALUATION REPORT



2023

**Amador County Behavioral Health
Mental Health Services Act (MHSA)**

COMMUNITY PLANNING PROCESS

**Recommendations for Culture and Diversity Work in ACBH
Services**

Prepared by:

CommunityConnections
Psychological Associates, Inc.

The logo for CommunityConnections Psychological Associates, Inc. is displayed within a white rectangular box. The box is centered on a larger blue rectangular area that has a fine, repeating diagonal line pattern. The blue area is set against a dark blue background. The text 'CommunityConnections' is in a large, bold, sans-serif font, with 'Community' in black and 'Connections' in orange. Below it, 'Psychological Associates, Inc.' is written in a smaller, black, sans-serif font.

CommunityConnections
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Agenda

Introductions

Methodology

Part 1: Recommendations to Enhance Cultural Responsiveness in ACBH Services

Part 2: Recommendations to Address Barriers to Buy-In & Support in the General Community for Culture/Diversity Efforts

Link to the Culture & Diversity Evaluation Report

Visit:

<https://qr.page/g/5lz4qk6188f>

or

Scan the QR Code →



Methodology

Overall Timeline

(Part of the overall MHS Community Planning Process for ACBH)

- **March– June 2023**
Survey data collection
- **April –May 2023**
Focus Groups
- **June 2023**
Data compilation & analysis

Data Collection
& Analysis

Presentation of
findings

- June 6, 2023**
- 2023 Culture & Diversity Evaluation Report
 - Presentation of Recommendations for Culture and Diversity

3 Focus Groups (37 stakeholders)

Focus Group Prompts for Input About Culture and Diversity

1. In your opinion, what cultural and diversity efforts have been working well in Amador County, and what needs improvement?
2. Some community stakeholders have expressed concern with supporting culture and diversity efforts using the limited funds that are available in Amador County.
 - a. Do you have any insight about the nature of these concerns?
 - b. Any suggestions about how to address culture and diversity work given these concerns?

Community Survey Write-In Question

Do you have any suggestions for ways that Amador County should change their approach to cultural responsiveness in their behavioral health programs and/or services?

Community (Qualitative) Comments about Culture & Diversity in ACBH Services

APPENDIX

Stakeholder Identified Needs from Community (Qualitative) Comments

Primary Theme	Sub-Themes
<p>More Outreach to Cultural Communities (23 comments)</p>	<p><u>General Comments - 8</u></p> <ul style="list-style-type: none"> • Continue and increase advertisements – 3 • General outreach to communities - 5
	<p><u>Collaboration with Cultural Partners – 4</u></p> <ul style="list-style-type: none"> • “Outreach, collaborate with community partners.” - 1 • “Be more willing to work with the community and other services.” - 1 • “Hold public events with the Rancheria [Jackson Rancheria of the Me-Wuk tribe].” – 1 • “Promotores program – outreach to Spanish speaking communities seems to be going well, however, connecting with the Promotores and our Spanish speaking providers has always been challenging.” - 1
	<p><u>Decrease Stigma – 4</u></p> <ul style="list-style-type: none"> • “It’s hard to promote mental health and support services when a lot of the community has the belief that mental health is not a thing.” - 1 • “In working with [Hispanic, Latino and Spanish-speaking] adolescents, there are many cultural pieces, and misconceptions around health in general. With the added stigma mental health brings, the barriers to access services are overwhelming for the Hispanic, Latino and Spanish-speaking population.” - 1 • “Other barriers that exist for the LGBTQ+ community are that Amador is so small so sometimes there are conflicts within the community that deter individuals from accessing what is available to them.” – 1

Quantitative Community Survey Data

(159 respondents)



General Sample

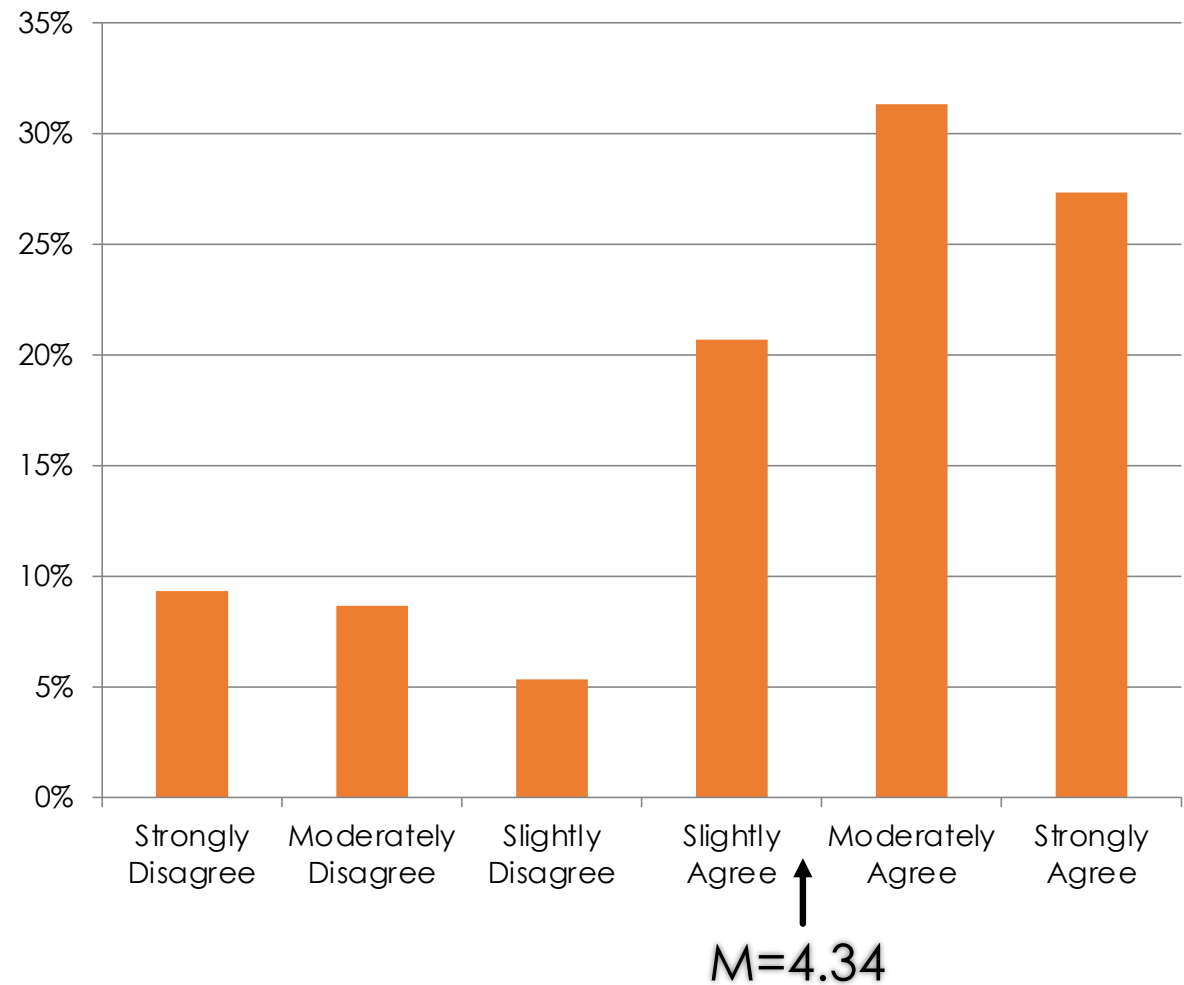


Cultural “Minority” (ethnic minority, LGBTQ+, non-English speakers) vs. Non-Minority Respondents



Survey Respondents Who Don't Support Using MESA Funds for Diversity Work

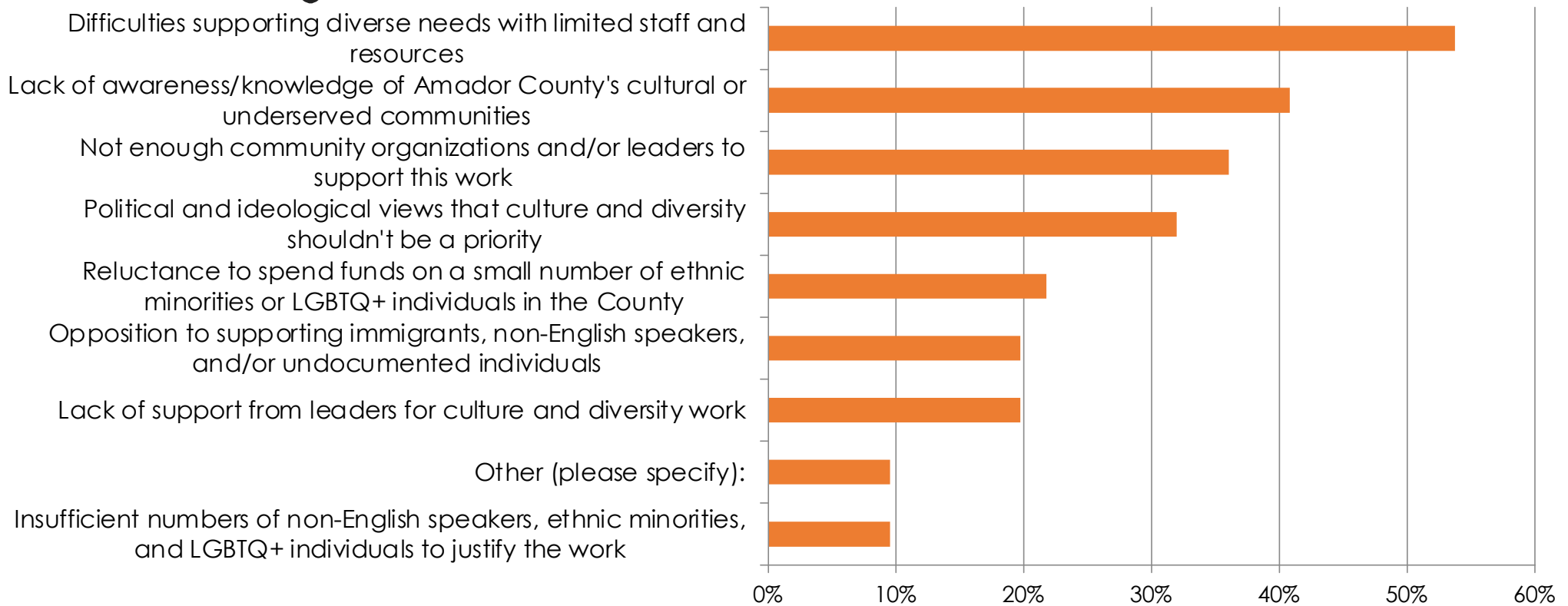
ACBH gives
adequate
attention &
support to **culture**
& **diversity** efforts



Part 1

Recommendations to Enhance Cultural Responsiveness in ACBH Services

Top 3 barriers to being culturally responsive to and serving the mental health needs of ethnic minority and LGBTQ+ residents of Amador County



Recommendation #1

Organizational Support

**Increase support for staff, resources,
and community organizations to
lead diversity efforts**

...that serve the mental health needs of
the ethnic minority and LGBTQ+ residents
of Amador County.

Recommendation #2: Outreach & Engagement

(23 comments)

**Facilitate
increased
outreach to
cultural
communities**



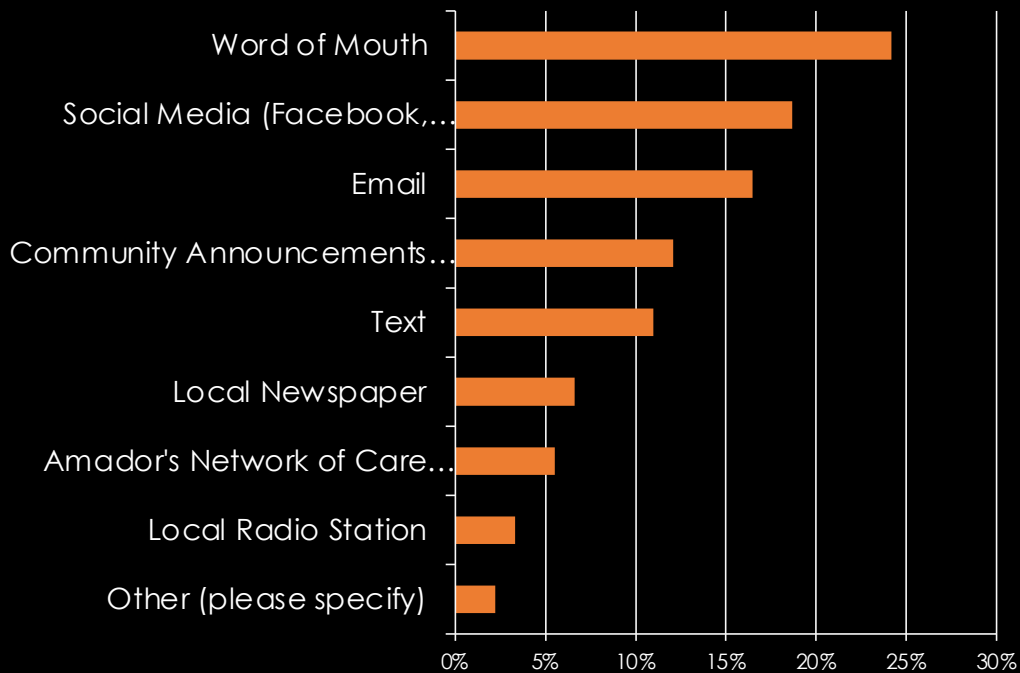
Utilize approaches such as cultural community partnership and bringing services to where isolated cultural communities may reside.



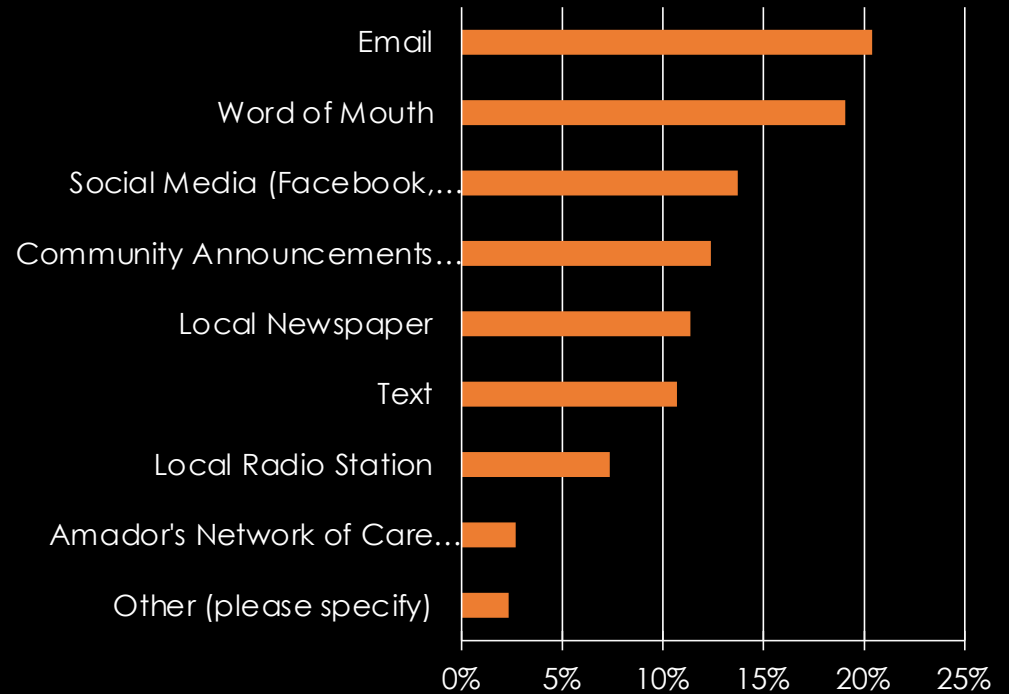
Outreach efforts should aim to decrease stigma, educate about behavioral health, and advertise available services.

How do you get your information [about services]?

Minority



Non-minority



Recommendation #3

Prevention & Outreach

(7 comments)



Consider outreach efforts via
community helper trainings

Recommendation #4:
Outreach & Engagement



**Focus on culturally innovative
ways to link and engage
underserved cultural
communities w/ behavioral health
services**

Recommendations

#5 & #6

Culturally Attuned Services

(7 comments)

#5. Explore ways to make Amador County services more culturally attuned throughout its services and programs through efforts such as:

- Diversity training
- Land acknowledgements
- Gender identity inclusion
- Integration of cultural considerations into behavioral health services

#6. Continue a commitment to offering services and materials in non-English languages like Spanish

Part 2

Recommendations to Address Barriers to Buy-In & Support in the General Community for Culture/Diversity Efforts

3 Focus Groups (37 stakeholders)

Focus Group Prompts for Input About Culture and Diversity

1. In your opinion, what cultural and diversity efforts have been working well in Amador County, and what needs improvement?
2. Some community stakeholders have expressed concern with supporting culture and diversity efforts using the limited funds that are available in Amador County.
 - a. Do you have any insight about the nature of these concerns?
 - b. Any suggestions about how to address culture and diversity work given these concerns?

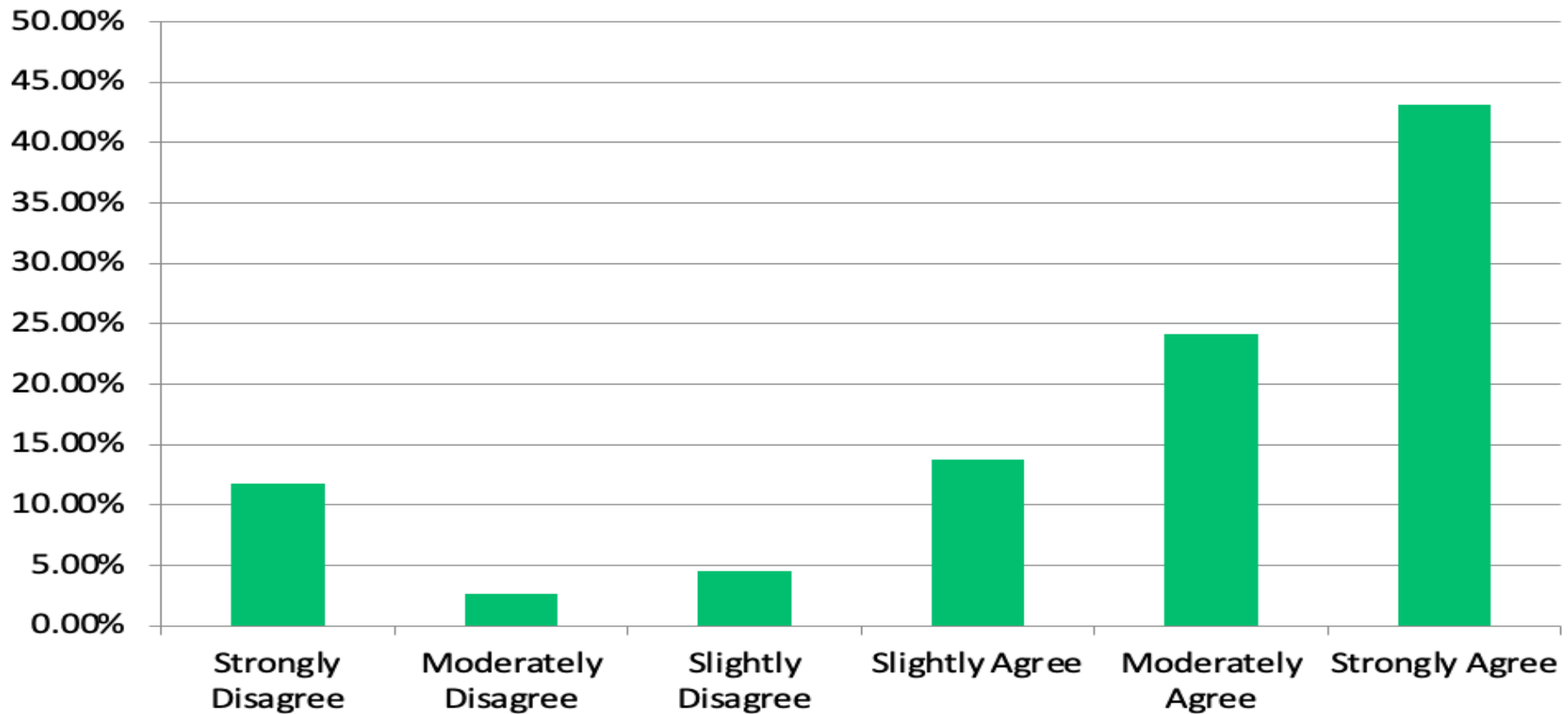
Community Survey Write-In Question

Do you have any suggestions for ways that Amador County should change their approach to cultural responsiveness in their behavioral health programs and/or services?

Community (Qualitative) Comments about Culture & Diversity in ACBH Services

Survey Respondents Who Do Not Support Using MHSA Funds for Diversity Work (N=29)

"I support using a portion of MHSA funds to give dedicated attention to non-English speaking, ethnic minority and/or LGBTQ+ individuals in Amador County"



Demographics of Respondents Who Opposed Funding Diversity Efforts

Age

72% Adult / 24% Older Adult

Gender Identity

72% Women / 10% Men / 18% Prefer not to answer or "Other"

Race / Ethnicity

76% White / 13% Mixed Race / 10% Ethnic Minority

Sexual Orientation

72% Heterosexual / 7% LGBTQAP2S+ / 17% Prefer not to answer or "Other"

Theme: Lack of Awareness of Diversity & Efforts

(8 comments)

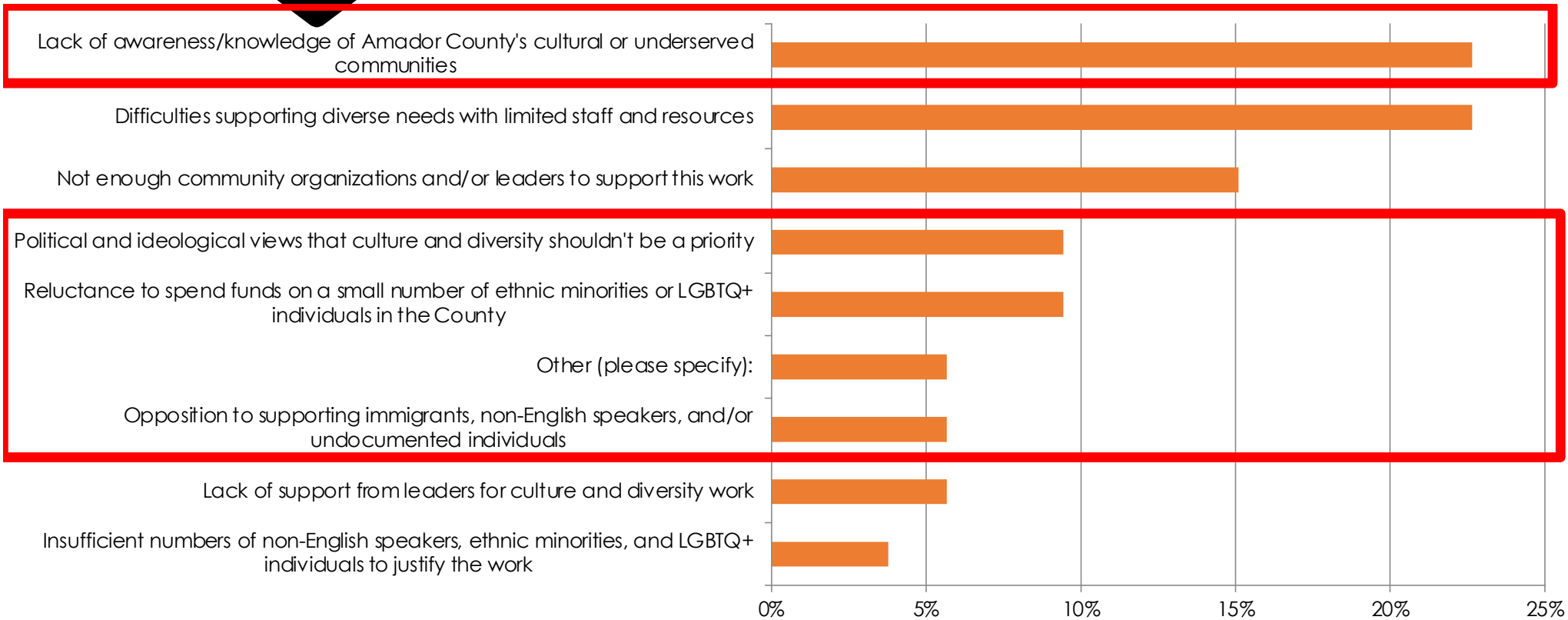
"There is no real diversity in Amador."

"...myths of 'Black people don't live here' or 'Asian people don't live here'."

"If the community understood that the time and funding being spent was proportionate to the populations being served, they would have a better understanding and probably be more supportive of these efforts."

I have no idea what Amador County's current approach to cultural responsiveness is."

Top 3 barriers to being culturally responsive to and serving the mental health needs of ethnic minority and LGBTQ+ residents of Amador County



Barrier to Culturally Responsive Services	Respondents Who Supported Funding Diversity Efforts	Respondents Who Opposed Funding Diversity Efforts
Political and ideological views that culture and diversity shouldn't be a priority	31.97%	9.43%
Reluctance to spend funds on a small number of ethnic minorities or LGBTQ+ individuals in the County	21.77%	9.43%
Opposition to supporting immigrants, non-English speakers, and/or undocumented individuals	19.73%	5.66%

Recommendation #7

To Increase Support for Diversity Work

Educate the General Population About...

1

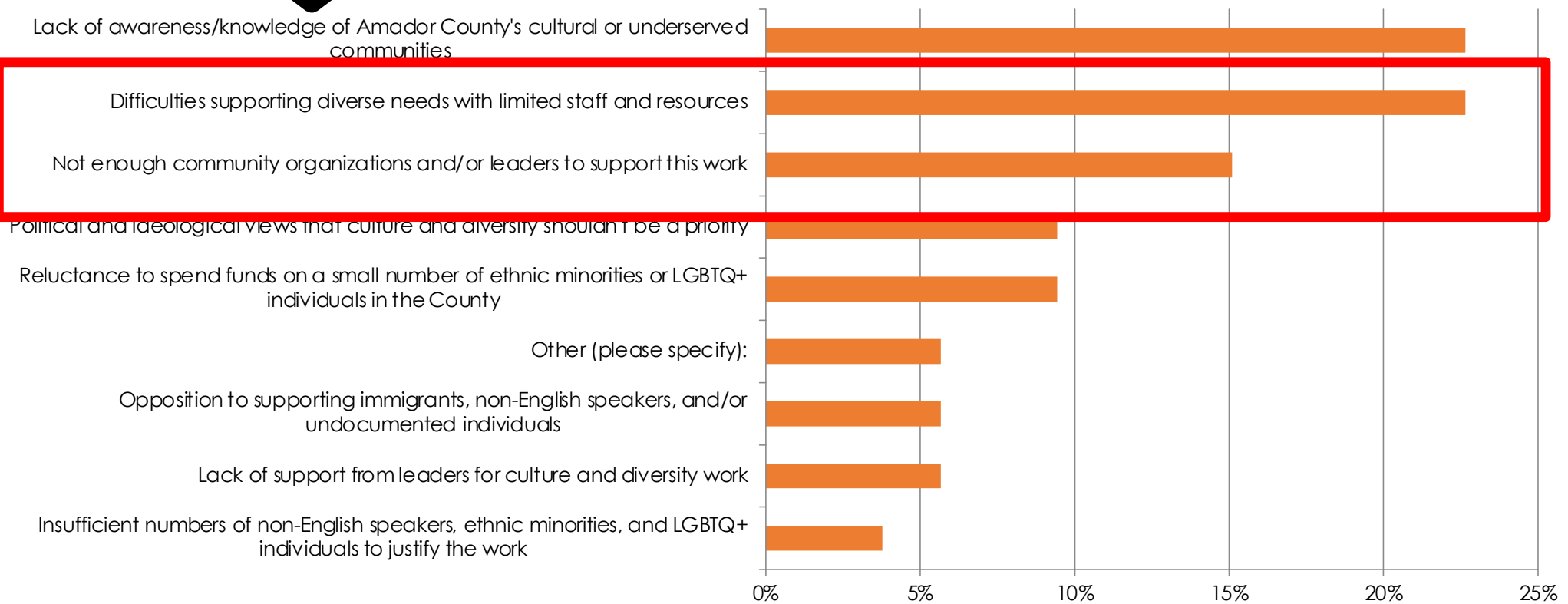
...the presence of underserved and/or isolated cultural subgroups within Amador County

2

(6 comments)

...existing efforts to serve those cultural communities
(i.e. Spanish-speaking, LGBTQ+, undocumented)

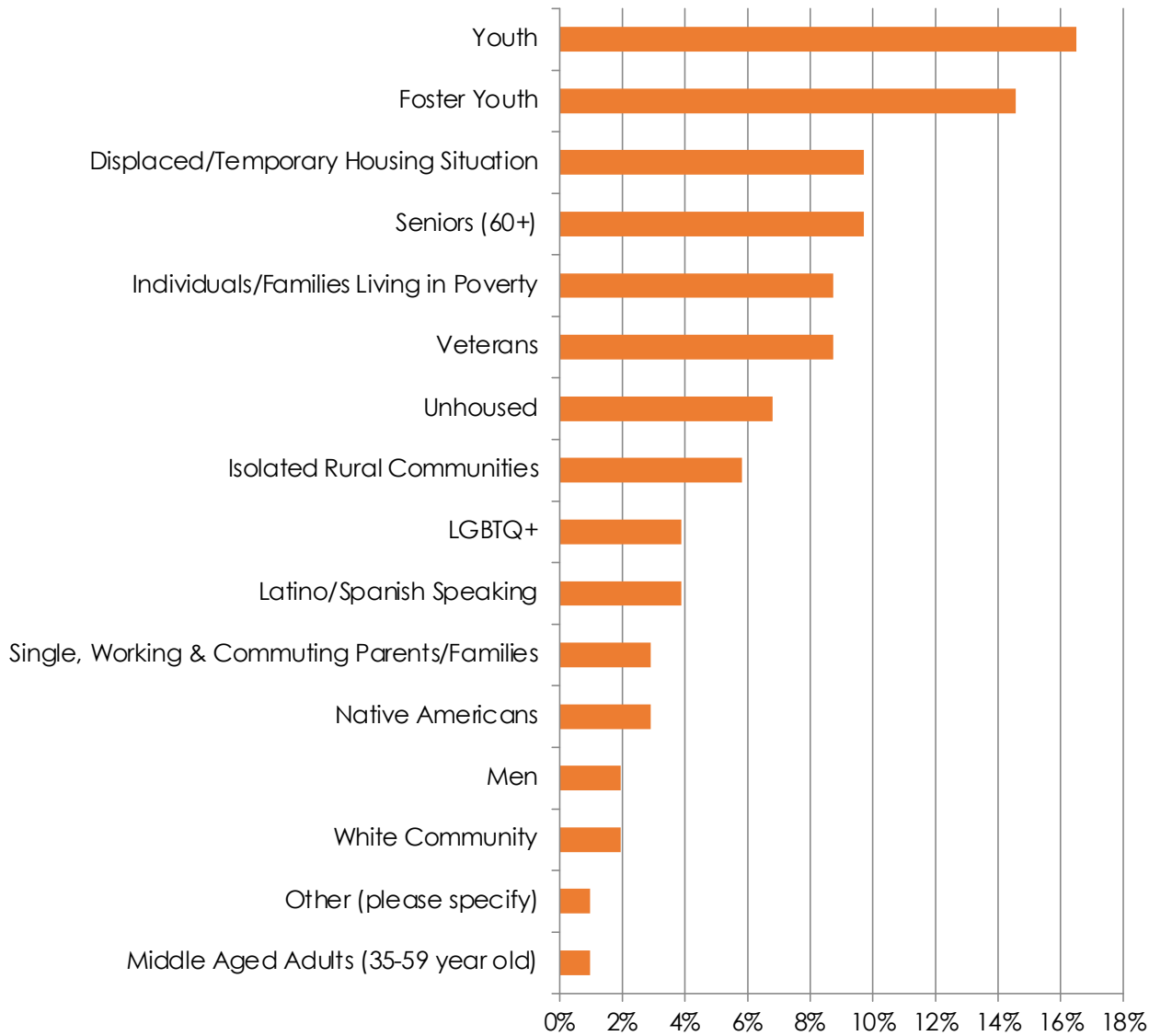
Top 3 barriers to being culturally responsive to and serving the mental health needs of ethnic minority and LGBTQ+ residents of Amador County



Recommendation #8
**To Increase Support for
Diversity Work**

Raise awareness and provide data about specific cultural communities in need, along with messaging about a need for help from the community

Consider providing information about equity in provision of funding compared to representation in the population and representation of any disproportionate needs.



Respondents Who Opposed Funding Diversity Efforts

Which groups should be the highest priority for upcoming mental health efforts in Amador County?

Recommendation #9

To Increase Support for Diversity Work



Community members may perceive marginalized age and socioeconomic factors as cultural groups with the highest need

They may benefit from **additional education about racial, ethnic minority, LGBTQ+, and/or non-English speaking groups** who may have elevated needs as well.



Recommendation #10

To Increase Support for Diversity Work

Directly address racism within organizations in the community and educate the general community about racial misconceptions.

- *There is a fundamental disregard for minority groups in [Amador County]."*
- *"[Address] racism and intolerance in our schools"*
- *The community is very conservative – however it is getting better. Discussed how conservative people can still have open minds, just takes time*



Questions or Comments?