

Attachment B—ADMH Contract Language

Contracts to all ADMH Service Providers include the following requirements with regard to Cultural Competency:

Required annual reports for each fiscal year include:

- **Training Summary**
This report summarizes all training provided to Contractor's staff and all outreach training performed by Contractor's staff.
Due date: July 31
- **Cultural Ethnicity & Linguistic Competency Report**
Due date: July 31
- **Cultural Competency Training Report**
Due date: July 31
- **Staff/Volunteer Ethnicity Survey**
Due date: Upon Request

Section VI, CULTURAL COMPETENCY

A. Cultural competence is defined as a set of congruent practice behaviors, attitudes, and policies that come together in a system, agency, or among consumer providers and professionals which enable that system, agency, or those professional and consumer providers to work effectively in cross-cultural situations.

B. Contractor recognizes that cultural competence is a goal toward which professionals, agencies, and systems should strive. Becoming culturally competent is a developmental process and incorporates at all levels the importance of culture, the assessment of cross-cultural differences, the expansion of cultural knowledge, and the adaptation of services to meet culturally unique needs. Providing medically necessary specialty behavioral health, substance abuse, and co-occurring disorder services in a culturally competent manner is fundamental in any effort to ensure success of high quality and cost-effective services. Offering those services in a manner that fails to achieve its intended result due to cultural and linguistic barriers is not cost effective.

C. Contractor shall assess the demographic make-up and population trends of its service area to identify the cultural and linguistic needs of the eligible beneficiary population. Such studies are critical to designing and planning for providing appropriate and effective behavioral health, substance abuse, and co-occurring disorder services.

D. Contractor shall provide cultural competency training on an annual basis to staff providing mental health services. This training shall address the ethnic, cultural, and language needs of clients. Training can be provided by County on a space available basis or obtained by Contractor from an independent source(s). As outlined in Exhibit C, Terms and Conditions,, Contractor shall provide the County with documentation of cultural competency training. This annual Culture Competency Training Report is due by July 31 each year and will cover the period July 1 through June 30 of the previous fiscal year

E. Contractor shall complete and submit to the County a Cultural, Ethnicity, and Linguistic Competency Report at the times and in the manner requested by the Director. Annually, the report shall include the date of the training, names of those trained, training topic, and copies of handouts. This annual report is due by July 31 each year and will cover the period July 1 through June 30 of the previous fiscal year.

F. Contractor shall also submit to the County copies of the Staff/Volunteer Ethnicity Survey for all staff hired during the previous fiscal year. Copies of this survey are due upon request each year and will cover the period July 1 through June 30 of the previous fiscal year.