

Great Lakes Mental Health Technology Transfer Center
Michigan Developmental Disability Council
CMH Association of Michigan

Cultural and Linguistic Competence Learning Community Request for Applications

Background

The Great Lakes Mental Health Technology Transfer Center (MHTTC), the Michigan Developmental Disabilities Council and the Community Mental Health Association of Michigan (CMHA) have jointly developed an 8-month-long Cultural and Linguistic Competence (CLC) Learning Community for Michigan's public mental health system – in collaboration with the Georgetown University National Center for Cultural Competence.

This learning community is based on the cultural and linguistic competence framework of the National Center for Cultural Competence at Georgetown University. This framework was introduced by Dr. Vivian Jackson at the CMHA fall conference (2020). This framework, refined and implemented across the country for decades, is nationally recognized for moving individuals, organizations, and communities toward cultural and linguistic competence.

This learning opportunity will consist of an eight-month long Cultural and Linguistic Competence (CLC) Learning Community utilizing the Georgetown CLC framework, running from March 2021 through October 2021.

Team-based learning

The Cultural and Linguistic Competence (CLC) Learning Community will consist of up to seven (7) teams. Each team will include up to ten (10) members from each participating organization. Below is a description of the suggested team composition:

Team members: Each CLC participating organization will select a team from among their staff of up to 10 members. While the make-up of an organization's Learning Community team is determined by the organization, a typical CLC Learning Community team might include: clinical and administrative leadership (e.g. the Chief Executive Officer or Chief Clinical/Program Officer or Chief Operating Officer, Chief Human Resources Officer), other clinical or administrative leadership, and other staff in leadership positions or those who have a strong interest in the organization's cultural competence efforts.

Learning objectives, methods, dates

Through a combination of virtual meetings, webinars and coaching calls, the CLC Learning Community will explore principles, practices and actions organizations must adopt in order to

move toward cultural competence. The CLC will provide a forum for participating teams to identify and initiate organization-level and community-level activities aimed at improving cultural competence.

Areas of focus might include improving cultural competence related to: organizational culture, staff training and development, staff empowerment, client-agency interaction, client-provider interaction, and/or community and stakeholder collaboration.

The CLC Learning Community has been structured as follows to allow for flexibility as the learning process evolves and the needs of CLC teams change:

- **4 2-hour virtual trainings:** Including all CLC teams participating in the Learning Community on the following dates and times:

· Wednesday March 17, 2021	1pm - 3pm
· Wednesday May 19, 2021	1pm - 3pm
· Wednesday July 21, 2021	1pm - 3pm
· Wednesday September 15, 2021	1pm - 3pm
- **Bi-monthly individual team 1-hour coaching calls:** Allowing each team to meet, dialogue, and receive team-specific coaching with the Learning Community faculty. Meetings will be scheduled during the following time slots:

· Wednesday April 21 and Thursday April 29, 2021	between 12:30p-4:30p
· Wednesday June 23 and Thursday June 24, 2021	between 12:30p-4:30p
· Wednesday August 18 and Thursday April 26, 2021	between 12:30p-4:30p
- **Self-assessment to level set:** The work of this community will be built around a CLC self-assessment completed by the member of each Learning Community team
- **Team-defined stretch initiatives:** The learning community will be structured around “stretch” cultural and linguistic competency initiatives/goals as identified by each team. (More about the stretch initiatives is provided below.)
- **Showcasing work of learning community teams:** Wrap-up sharing and CLC teams to showcase work in workshops at the Fall CMHA conference

Stretch initiatives required as part of application

For the purposes of this CLC, a *stretch initiative* is one that challenges the organization to re-evaluate its practices and/or challenges the organization to do things differently as it relates to improving cultural competence. It can build on existing skills or processes or, encourage teams to develop new norms, practices, skills, and/or processes.¹

Early in the CLC process, starting with the team’s application to participate in the CLC learning community, each team will develop one or more stretch initiatives to work on for the duration of the learning community. The identified initiatives will both guide each team’s work and serve as a benchmark of improvement. The results of the work of the CLC teams will be presented at the 2021 CMHA Fall Conference.

Faculty

Sheryl Weir, MPH, is the former Manager of the Michigan Department of Health and Human Services, Office of Equity and Minority Health (OEMH), formerly Health Disparities Reduction and Minority Health. In that capacity, she directed efforts to improve health equity for racial and ethnic minority and tribal populations in Michigan. Under her leadership, OEMH activities focused on improving available data, raising awareness, building local community capacity, and initiating program and policy efforts to eliminate health inequities among populations of color in Michigan.

Her experience includes a broad range of public health issues including health equity, health disparities and social justice. Ms. Weir received a Master of Public Health from the University of Michigan and a Bachelor of Arts from Michigan State University.

Cost

Note that there is **no cost to the participating teams in this learning community**. This learning community is being unwritten by the Great Lakes Mental Health Technology Transfer Center, the Michigan Developmental Disabilities Council, and the Community Mental Health Association of Michigan.

How to Apply

- **Review the Request for Applications** to ensure the full understanding of the level of involvement required of each team.
- **Submit an application:** Interested members will need to complete a team application, by the due date provided in this RFA, in order to participate in the Learning Community.
- A reminder that the participation in this learning community **is limited to seven (7) teams**
- The application can be found at: <https://cmham.org/resources/important-information/>
 - Go to the document entitled “**CLC Learning Community Application**” to the application as a Word Document.
 - Clicking on this link will automatically download the word document to your computer (you’ll see the Word document either in the lower left of your computer or in your “downloads” directory).
 - You may be required to “Allow” or “Enable Editing” to gain access to the document. This will allow you to complete the application as outlined in the Request for Applications.
 - Complete the application, including the short answer sections on motivation for applying and your team’s stretch initiative.
 - Ensure that the CEO of your organization signs a letter of acknowledgement and support that clearly articulates your organization’s CEO’s acknowledgement of and support for the organization’s participation in all program activities, including in-person meetings (if any), webinars, and coaching calls, as well as implementation of a Stretch Initiative.
 - Save the application, on your system or computer, with the date and the name of your organization added to the end of the title of the document (for example “CLC learning community-Application- 1.5.21– Smith County CMH”)
 - **Send, by 11:59 pm on Monday, January 8, 2021**, the completed application, including the letter of acknowledgement and support from the applying organization’s CEO, as an attachment to an e-mail, to Treandra Thomas, Policy Analyst, at publicpolicy@cmham.org
- Note that each organization represented by a team will appoint a Team Contact Person who is identified in the application.

We encourage interested applicants to begin establishing their team as soon as possible.