



CULTURAL AWARENESS PLAN: 2024-2026

AOP CMHC



Cultural Awareness Plan

The organization implements a cultural competency and diversity plan that addresses patients, personnel, families and/or caregivers as well as other stakeholders in the matters of culture, age, race, gender, gender identity, gender expression, sexual orientation, spiritual beliefs, socioeconomic status and language or handicapping condition. The intent of this plan is to best assure that the organization demonstrates an awareness of, respect for, and attention to the diversity of the people with whom it interacts. Cultural competency should be reflected in attitudes, organizational structure, policies, and services.

1. **Secure the support of AOP CMHC leadership in developing a system of care that is culturally inclusive to all.**
 - A) Cultural Awareness will be listed on all staff's EPMS as a job duty with the success criteria being met by having completed all required SCEIS training modules on Cultural Awareness. Exceeding the expectation includes completing one additional training. Substantially exceeding the expectation includes completing more than one additional training.
 - B) AOP CMHC makes continuous progress towards its goals of providing cultural and linguistically oriented services by providing staff with training at the onset of employment that includes how to access the foreign language line to reach a translator for speakers of other languages.
 - C) Continue to display appropriate signage in a visible area to inform patients of available interpreter services.
 - D) AOP is an equal opportunity employer and does not discriminate on the basis of culture, age, race, gender, gender identification, gender expression, sexual orientation, spiritual beliefs, socioeconomic status and language or handicapping condition.
2. **Ensure the general workforce of AOP CMHC reflects the various cultures of their communities.**
 - A) Staff will complete the required trainings on Cultural Competence in the SCEIS Learning Management System of AOP CMHC.
 - B) The Cultural Affairs committee will continue to distribute quarterly newsletters that encompass the various backgrounds, religions, foods, languages and gender expressions of staff.
3. **Demonstrate multi-cultural awareness of the staff.**
 - A) Continuously develop educational opportunities that promote cultural awareness for staff by making trainings available in person and via electronic platforms.
 - B) Promote cultural awareness in the AOP CMHC workforce by quarterly activities that engage staff in recognizing various cultural holidays, events, and topics on a center wide level.
4. **Promote effective clinical care.**
 - A) Substantiate services are culturally and linguistically appropriate by having signage for language assistance in all centers.
 - B) Encourage family members to participate in treatment, when appropriate.
 - C) Endorse and engage local community agencies and stakeholders' participation as part of the patients' treatment plan.
 - D) Foster the use of natural healing supports as part of the treatment plan.
5. **Partner with advocacy groups, family members and other systems of support in the planning, development, and implementation of our system of care.**
 - A) Culture Affairs Committee will partner with the Patient Advocate Coordinator to make sure that concerns are addressed regarding service delivery.
 - B) AOP CMHC will continue to host a community forum with stakeholders, probate judges and hospital staff, regarding service needs and accessibility concerns.
6. **Performance Indicators reflecting cultural awareness in the care of children and adults will be utilized.**
 - A) As an ongoing best practice, AOP CMHC will include patients and their families as the primary voice in the development of a culturally competent system of care.
 - B) Annually survey staff to make sure they are competently trained to promote successful treatment outcomes in population served.

7. Assure data is easily accessed.

- A) The organization ensures reliable and valid data on the patient's demographics to include language of preference as assessed at intake.
- B) Continue to appropriately disseminate information on performance improvement.