



*Cultural & Linguistic Competency Initiative for Health & Human Services Providers:
An Active Learning Collaborative*

Participant Application

Tampa Bay Healthcare Collaborative and the Foundation for a Healthy St. Petersburg are partnering to offer the Cultural & Linguistic Competency Initiative (CLCI) for Health & Human Services Providers: An Active Learning Collaborative for leadership and staff of health and human services organizations to assist in reducing health disparities.

This project will help selected organizations engage in increasing their cultural and linguistic competency, assessing their organization and creating action plans to improve health equity and raise community awareness of health disparities and the social determinates of health over a 12-month period. While there is no cost to selected organizations to participate in the program, there is a competitive application process. Selected organizations will received a stipend of \$5,000 to support their ability to complete program requirements and fully participate in the initiative.

Completing the application is the first step. It asks questions about current cultural and linguistic competency efforts, organizational commitment and leadership efforts. Prior to completing the application, review the eligibility criteria below to determine the initial fit of your organization.

Eligibility Criteria

- 501(c) 3 designation or fiscal agent with 501(c) 3 designation
- Serve residents of St. Petersburg, Florida with a focus on neighborhoods south of Ulmerton Road
- Display a commitment to and understanding of cultural & linguistic competence as a lever for organizational transformation and achieving health equity
- Capability to create a cohort of demographically and attitudinally diverse participants at multiple levels of the organization who will commit to the full year of activities; 6 -7 participants per organizations
- Organizational missions are aligned with the Tampa Bay Healthcare Collaborative and the funding partner including an interest in creating community change in South St. Petersburg, applying an interdisciplinary approach and addressing the social determinates of health and underlying factors to improve population health.

Preferred Criteria

- An understanding of health disparities and how these disparities impact the clients you serve and the community
- Readiness for long-term change

Once you begin the application, you must finish completely and submit your responses. You may go back to previous pages in the application and update existing responses until the application is finished or until you have exited the application. After exiting the application, you will not be able to re-enter it. It should take 20 to 30 minutes to complete the application. Applications must be received by Friday, **September 2, 2016** at 5:00 PM to be considered. Completed applications will be reviewed by members of the CLCI Planning Committee; selected organizations will be notified September 15, 2016.



- Contact Name, Position/Title, Email Address & Phone Number
- Organization, Address & Website (if applicable)
- Geographic service area
- Total organizational budget for current fiscal year (From IRS Form 990)
- Number of staff (include full-time and part-time paid staff)
- Number of board members as defined by the organization's bylaws? What is the current actual number of board members?
- What is your organization mission and vision?
- Describe the diversity (various demographics, attitudes and/or perspectives) of the board and staff. [150 words](#)
- Describe the diversity (various demographics, attitudes and/or perspectives) of the clients served. [150 words](#)
- Describe previous or current efforts to increase cultural and linguistic competency throughout the organization. [200 words](#)
- What opportunities and/or challenges are you currently facing in providing culturally and linguistically competent care? [200 words](#)
- How are you currently addressing the opportunities and/or challenges described above? [250 words](#)
- Increasing cultural and linguistic competency is a continual process. What additional resources do you think would be necessary? What assets/resources does the organization currently possess to sustain progress? [300 words](#)
- Participation from all levels of the organization including board, executive level/administration and direct front line staff is required in this process. Describe how the organization would ensure involvement from all levels during this process. [250 words](#)
- What does the organization hope to gain/expect to gain/anticipate gaining as a result of participating in this process? What is your desired outcome/vision of success? [250 words](#)