



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

OVERVIEW

Thanks to a grant awarded by the Foundation for a Healthy St. Petersburg, the Tampa Bay Healthcare Collaborative is expanding the *Cultural & Linguistic Competency Initiative (CLCI) for Health & Human Services Providers: An Active Learning Collaborative* for leadership and staff at local health and human services organizations to assist in providing more effective care to racially, ethnically, culturally and linguistically diverse groups and reducing health disparities based on such factors.

The CLCI is a unique project that aims to increase the cultural and linguistic competency of stakeholders of participating organizations through an active learning, assessment, and action planning process, involving individuals from multiple levels of the organization working together over a 12-month period towards culture transformation and health equity. This means your organization will be able to better serve those whom you are committed to serving because you will have more tools and resources to make meaningful cross-cultural connections.

This process will include learning sessions as well as the opportunity for dialogue and cross-cultural interactions with colleagues from your organization and peers in the social sector. You will have the chance to engage in difficult conversations, examine biases and challenge assumptions. This understanding coupled with surveys, self-assessments and data collection will lead to the development of an implementable action plan. These elements are the levers for culture transformation in your organization that will lead to improved care for diverse clients.

To get involved in this incredible, opportunity, complete the online participant application at: <http://web.spcollege.edu/survey/21993> by Friday, **September 2nd** at 5:00 PM to be considered. Prior to completing the brief application, please review the eligibility criteria below to determine the initial fit of your organization and the participant timeline to ensure your organization's ability to actively and fully participate.

Eligibility Criteria

- 501(c) 3 designation or fiscal agent with 501(c) 3 designation
- Be a member of the Tampa Bay Healthcare Collaborative
- 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 6 to 7 demographically and attitudinally diverse participants at multiple levels of the organization who will commit to the full year of activities
- 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

Members of the CLCI Planning Committee will review completed applications; selected organizations will be notified by September 15, 2016.



What Does It Look Like?

Selected organizations will participate in a 12-month journey that will include a combination of interactive learning sessions, action planning, customized consultation and policy review. Each participating organization will develop a core team of 6 to 7 individuals to guide the effort. In addition to attending the learning sessions, organizations are expected to administer surveys, complete assessment tools, host at least two viewing of Unnatural Causes, implement an action plan and report ongoing progress.

The following provides a timeline and benchmarks for program activities:

- September 2016 Pre-work assignments; Session 1: Understanding Health Disparities (half-day)
- October 2016 Session 2: Understanding Cultural & Linguistic Competence (half-day); administer client/community surveys; collect data
- November 2016 Session 3: Building Cultural & Linguistic Competency and Addressing Racism (half-day); administer organizational survey; collect data
- December 2016 Cultural & Linguistic Competence Policy Assessment (CLCPA) Webinar
- December 2016 – February 2017: Administer CLCPA (self-assessment tool)
- January 2017 Mid-term report due
- January – March 2017: Conduct viewings of Unnatural Causes (staff and community)
- February 2017 Session 4: Action Planning (half day)
- April 2017 Session 5: Applying Cultural & Linguistic Competency (half day)
- April – June 2017: Leverage Infrastructure and Action Plan Implementation (TA provided as needed)
- June 2017 Capstone: Celebrate Accomplishments & Share Lessons Learned
- June 2017 Final report due, post surveys (client/community, organization) due
- January 2018 6-month Follow-up Assessment
- June 2018 12-month Follow-up Assessment

How Do I Get More Information?

If you need additional information or have any questions, contact Marissa Davis, Program Coordinator & Equity Specialist, and Tampa Bay Healthcare Collaborative via email at clccordinator@tampabayhealth.org or phone (904) 714-8032.