



San Luis Obispo

County Mental Health LGBTQ System Support Score Card

The #Out4MentalHealth Project is assessing LGBTQ affirming *policies, practices, and programs* in each task force county's department of behavioral/mental health. The goal of the score card is to identify and **celebrate** the sustainable ways in which counties address LGBTQ mental health, identify ways in which our project can **offer support** or **technical assistance**, and identify potential **barriers** to culturally competent care.

Questions	Yes	In Process	Would Consider	No
Does the County Behavioral Health Budget fund LGBTQ specific staff positions, programs, LGBTQ specific organizations, or LGBTQ specific training?	●			
Does the county (DBH) have an LGBTQ training policy for County (DBH) employees, Grantees, or Contracted CBOs?		●		
Does the county have a publicly available policy that requires programs be LGBTQ affirming?		●		
Does the county (DBH) mandate LGBTQ training for new hires?		●		
Does the county (DBH) offer LGBTQ training for new hires occasionally or intermittently?	●			
Does the County MHSA cultural competency plan explicitly include a plan to support the LGBTQ communities?	●			
Does the county have a staff person or contractor available to provide Cultural competency technical assistance to contracted organizations, support for individual providers to develop culturally affirming practices, or clinical consultation to individual therapy providers?		●		
Additional LGBTQ Mental Health affirming policies in this county?		●		

#Out4MentalHealth is a collaborative program funded by the California Mental Health Services Act (Prop 63) and the Mental Health Services Oversight and Accountability Commission (MHSOAC)





San Luis Obispo County Scorecard Summary

The San Luis Obispo County Department of Behavioral Health Budget includes LGBTQ specific programs. For example, the Cultural Competence Plan of 2019 allocated \$25,000 to an LGBTQ Needs Assessment, \$555,000 in funding for the “Affirming Cultural Competence Education & Provider Training” project, and the INNOvation project, which serves to increase the number of LGBTQ affirming therapists. Additionally, the SLO Department of Behavioral Health Budget does fund contracts with LGBTQ specific organizations in the county for the implementation of specific projects and programs. SLO Department of Behavioral Health has funded LGBTQ specific training, including Trans-Training 101, Ally Training, and How to Support LGBTQ Youth Training. The County Department of Behavioral Health’s Cultural Competency Training policy is currently under revision, with progress underway that will include LGBTQ training competencies as a part of workforce development. San Luis Obispo Department of Behavioral Health staff and contracted agencies will participate in a cultural competency assessment. Results of this assessment will determine specific policies regarding training topics, with LGBTQ training expected to be mandated. While the SLO Department of Behavioral Health does not currently have policy mandating that programs be LGBTQ affirming, the department has engaged in program activities and strategies to explore best practices within service delivery while considering the expansion of training opportunities to impact and expand knowledge and skills as it relates to affirming engagement practices.

The SLO Department of Behavioral Health mandates LGBTQ training for new hires as part of the New Employee Orientation process. Additionally, SLO DBH is developing a policy that mandates LGBTQ training for staff every other year. The County Mental Health Services Act Cultural Competency Plan includes a plan to support LGBTQ communities through means including but not limited to increasing cultural competency training for mental health providers by two activities per year and planning to develop monitoring strategies and programming that will enhance the County’s ability to meet the needs of diverse populations, including the LGBTQ community. While the County does not currently have a staff person or contractor available to provide cultural competency technical assistance, the County has acknowledged the need for further technical assistance in this area in their Cultural Competency Plan of 2019. Additionally, SLO DBH staff offer clients options of mental health providers that are culturally appropriate, and offer other LGBTQ Resources, such as The Gala Pride and Diversity Center.

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