

Shasta County

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)

Shasta County Scorecard Summary

The Shasta County Behavioral Health Budget currently funds an LGBTQ+ Peer Support Specialist position that is to be filled by an individual who identifies within the LGBTQ+ community. While the County Behavioral Health budget does not currently fund LGBTQ+ specific organizations or trainings, an annual cultural competency training is mandated, and advocacy is in progress to encourage the Cultural Competency Committee to fund LGBTQ+ training in 2021. While NorCal OUTreach does provide training to those who request it, there is currently no existing policy mandating that County Department of Behavioral Health employees receive LGBTQ+ training. In addition, there is currently no policy that requires programs be LGBTQ+ affirming. Regarding this, NorCal OUTreach states, "Leadership is open to having some LGBTQ education within the county, they might just need more guidance and examples of successful models used by other counties, ideally rural counties".

While there is no official mandate that the County Department of Behavioral Health provide LGBTQ+ training to new hires or mandate ongoing LGBTQ+ specific training, their required Anti-Harassment training does include LGBTQ+ harassment and discrimination. Shasta County Health and Human Services Agency occasionally offers LGBTQ+ training and some staff members are sent to training offered by community organizations. Furthermore, while the Public Health Branch contains a Health Equity Program and Policy Analyst, there is no County appointed staff person to provide cultural competency technical assistance to contracted organizations or support for individual providers to develop culturally affirming practices.

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