

Sonoma 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)



Sonoma County Scorecard Summary

The Sonoma County Department of Behavioral Health Budget currently funds Positive Images to provide LGBTQ training to professionals and youth. The Sonoma Department of Behavioral Health determines training topics based on a recurring Staff Cultural Competency Survey that is administered every three years, which allows for LGBTQ specific training, but does not explicitly require it. In addition, the County DBH does not mandate LGBTQ specific training for new hires. The County currently does not have a publicly available policy that requires programs be LGBTQ affirming within the Behavioral Health Department, contracted organizations, or all county departments. The Sonoma Task Force is currently engaging in discussion to address why such policy does not yet exist. The County MHSOAC Cultural Competency Plan states intent to recruit and incorporate community stakeholders to serve on the Culturally Responsiveness Committee, including members of the LGBTQIA community. While the County does have an Ethnic Services Manager, there is no existing staff member or contractor available to provide LGBTQ specific support for individual providers to develop culturally affirming practices. The Sonoma Task Force members of LGBTQ Connection and Positive Images state that they hope to accomplish the following in the next year: "Getting the County to see the importance of supporting and investing in the health of LGBTQ people".

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