



To: Members of Champaign County Mental Health Board/Developmental Disabilities Board
From: Shandra Summerville, Cultural and Linguistic Competence Coordinator
Subject: Draft Analysis of Applicants Cultural and Linguistic Competence Activities in Applications

Traditionally the CLC staff's role in the application review process is to acknowledge receipt of the CLC Plan in the application packet. This year, each agencies application was reviewed by the ACCESS Initiative Project Director and CLC Coordinator to identify the applicant's CLC Activities described throughout the entire application.

The intent of the analysis is to determine progress in CLC activities and acknowledge identified successes in the overall application. We also want to measure if there is sufficient and appropriate effectiveness in training, consultation, and CLC technical assistance in the support that has been provided by the CLC Coordinator beginning in 2009. Each application was reviewed and rated on the following areas:

- ✓ Overall CLC Plan Rating- Format, Actions and Benchmarks
- ✓ Cultural Competence Training
- ✓ Recruitment of a diverse Board and Staff
- ✓ Cultural Competence Self-Assessment/Organizational Assessment
- ✓ Policies and procedures which reflect Cultural Competence values
- ✓ Evidence of outreach and engagement with underserved populations
- ✓ Target Population references a focus on underserved cohorts

All final recommendations will be determined by the CCMHB/DDB staff to the boards regarding any updates or changes to CLC Activities.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
CU Autism Society

Overall CLC Plan Rating

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations
Comments:				

Cultural Competence Training

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations
Comments: Board and volunteers will complete				

Recruitment of a diverse Board and Staff

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations
Comments: Action step mentions plan to recruit diverse board of directors				

Cultural Competence Organizational/Self-Assessment

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations
Comments: Client satisfaction surveys assess for culturally responsive experience.				

Policies and procedures which reflect Cultural Competence values

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations
Comments:				

Evidence of outreach and engagement with underserved populations

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations
Comments:				

Analysis of Applicant's Cultural and Linguistic Competence Activities-
CU Autism Society

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Target population and outreach focus on the underserved and rural population.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Charleston Transitional Facility

Overall CLC Plan Rating

1 **2** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Plan that was submitted with the application was based on information from 2014. Plan should be updated with new information to be provided

Cultural Competence Training

1 **2** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Last training was noted in 2014.

Recruitment of a diverse Board and Staff

1 **2** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: No mention in CLC Plan

Cultural Competence Organizational/Self-Assessment

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: CTF does an annual assessment of materials, facilities and cultural competence in treatment planning.

Policies and procedures which reflect Cultural Competence values

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: There is a Cultural Competence Committee that reports to the Board of Directors.

Evidence of outreach and engagement with underserved populations

1 **2** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: No evidence of outreach to underserved populations.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Charleston Transitional Facility

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: No mention of underserved focus population in the application.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Champaign County Children's Advocacy Center

Overall CLC Plan Rating

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments:

Cultural Competence Training

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments:

Recruitment of a diverse Board and Staff

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: Board of Directors consists of Law Enforcement and Mental Health Professionals. There was a recommendation to seek diversification in the Multi-Disciplinary Teams for youth that come into the care of Children's Advocacy Center.

Cultural Competence Organizational/Self-Assessment

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: A semi-annual assessment conducted of the facility. During in-take cultural history and social are gathered to ensure that services are culturally responsive.

Policies and procedures which reflect Cultural Competence values

1 2 3 **4** 5
Needs improvement meets expectations exceeds expectations

Comments: Board of Directors has allocated resources for Cultural Competence Training. CAC follows the National Children's Advocacy Accreditation for cultural competence.

Evidence of outreach and engagement with underserved populations

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: Executive director works on one outreach/engagement activity annually. Regular engagement happens during the intake to plan the treatment plan. This engagement is culturally responsive to accommodate the family's needs.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Champaign County Children's Advocacy Center

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: All youth in Champaign County under 18 that report a sexual assault under the age of 18 is reported to law enforcement are interviewed by CAC.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Community Choices

Overall CLC Plan Rating

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments:

Cultural Competence Training

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments:

Recruitment of a diverse Board and Staff

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: A recruitment plan to diversify staff and board of directors is being developed by the board in March 2016.

Cultural Competence Organizational/Self-Assessment

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Annual Cultural Competence Self-Assessment is conducted for staff and board of directors

Policies and procedures which reflect Cultural Competence values

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Continuing Education provided for staff; CLC Plan is signed annually and Bilingual/Interpreter Services are outlined in a plan and reviewed annually.

Evidence of outreach and engagement with underserved populations

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: 3 activities are planned annually to promote cultural awareness and disability awareness.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Community Choices

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Persons/Families with a developmental and intellectual disability population are the focus. There is no mention of ways to address the disparities of services for African-Americans with disabilities.

Analysis of Applicant's Cultural and Linguistic Competence Activities
Community Elements of Champaign County

Overall CLC Plan Rating

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments:

Cultural Competence Training

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments:

Recruitment of a diverse Board and Staff

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Diverse Board representation information about staff demographics are on the dashboard and determine the plan of action

Cultural Competence Organizational/Self-Assessment:

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Assessment will be implemented in February 2015

Policies and procedures which reflect Cultural Competence values:

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: A Cultural Competence Committee is a part of the organizational structure and provides recommendations to the Administrative Team and Board of Directors.

Evidence of outreach and engagement with underserved populations:

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Crisis Clinician is the only person mentioned doing outreach and engagement to churches and other cultural events.

Analysis of Applicant's Cultural and Linguistic Competence Activities
Community Elements of Champaign County

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: It is not highlighted their plan of how to serve specific targeted population that are mentioned in the Surgeon General's Report.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Community Services Center of Champaign County

Overall CLC Plan Rating

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: There are areas of strength noted in the CLC Plan and Program Plan. Please consider highlighting how you are reaching to underrepresented populations

Cultural Competence Training

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments:

Recruitment of a diverse Board and Staff

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: 35% of the board represents the minority population. Staff turnover is very low because there are only 6 people employed

Cultural Competence Organizational/Self-Assessment

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: There is no formal organizational assessment conducted. Suggestions are taken from the client satisfaction surveys to enhance services for clients.

Policies and procedures which reflect Cultural Competence values

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Annual CLC Training is provided for staff; CLC Plan is signed annually; Bilingual/Interpreter Services are outlined in a plan and reviewed annually.

Evidence of outreach and engagement with underserved populations

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: All of the activities of the outlined in the program plan engage and outreach to the target populations. They have also partnered with PLL, Community Elements, and Prairie Center to provide services to residents that cannot travel to Champaign-Urbana. In addition space is provided for community groups.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Community Services Center of Champaign County

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: The target population of underserved population (African American and Latino) are present in the target population

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Courage Connection Center

Overall CLC Plan Rating

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments:

Cultural Competence Training

1 **2** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: No mention of annual cultural competence training.

Recruitment of a diverse Board and Staff

1 2 3 **4** 5
Needs improvement meets expectations exceeds expectations

Comments: Past consumer of services from Courage Connection is a member of the Board of Directors.

Cultural Competence Organizational/Self-Assessment

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments:

Policies and procedures which reflect Cultural Competence values

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: No family or children are used as interpreters. Qualified interpreters are utilized.

Evidence of outreach and engagement with underserved populations

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: Over 100 community service events are planned none are noted to target specific populations.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Courage Connection Center

Target Population references a focus on underserved cohorts

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: No mention of underrepresented population

Analysis of Applicant’s Cultural and Linguistic Competence Activities-
Crisis Nursery

Overall CLC Plan Rating

1			3	(4)		5
	Needs improvement		meets expectations			exceeds expectations

Comments: Overall application addresses how it will implement CLC all aspects of the program. Outlines clearly how the agency actively outreaches and engages underrepresented populations.

Cultural Competence Training

1			3	(4)		5
	Needs improvement		meets expectations			exceeds expectations

Comments: All staff and Board of Directors has participated in Cultural Competence Training.

Recruitment of a diverse Board and Staff

1			3	(4)		5
	Needs improvement		meets expectations			exceeds expectations

Comments: Plan outlined the plan of recruitment for diverse staff and board of directors.

Cultural Competence Organizational/Self-Assessment

1			3	(4)		5
	Needs improvement		meets expectations			exceeds expectations

Comments:

Policies and procedures which reflect Cultural Competence values

1			3	(4)		5
	Needs improvement		meets expectations			exceeds expectations

Comments: Policy to support different backgrounds of faith and CLC Plan is signed annually. CLC is incorporated in staff supervision.

Evidence of outreach and engagement with underserved populations

1			3	(4)		5
	Needs improvement		meets expectations			exceeds expectations

Comments: Community outreach events are planned for specific populations to ensure that underrepresented populations are engaged.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Crisis Nursery

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Target population is referenced and specific rural populations are a part of the target population of focus.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Developmental Services Center

Overall CLC Plan Rating

1 2 **2.6** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: There are areas of strength noted in the CLC Plan and Program Plan. Please consider highlighting how you are reaching to underrepresented populations

Cultural Competence Training

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: Annual Cultural Competence Training is provided for the supervisors and management team.

Recruitment of a diverse Board and Staff

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: There is no action noted about plans recruiting diverse staff and board members. There are board are

Cultural Competence Organizational/Self-Assessment

1 2 3 **4** 5
Needs improvement meets expectations exceeds expectations

Comments: Cultural Competence Self-Assessment will be conducted with all staff.

Policies and procedures which reflect Cultural Competence values

1 2 3 **4** 5
Needs improvement meets expectations exceeds expectations

Comments: Cultural Competence Committee serves as an advisory board and reports to Board of Directors. Quarterly presentations will be done as a part of staff development. CLC will be incorporated in staff review.

Evidence of outreach and engagement with underserved populations

1 **2** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: There are community events that have been identified as outreach opportunities for persons with intellectual and developmental disabilities. None are specific to underrepresented populations.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Developmental Services Center

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Program will serve population that are not recipients of Medicaid Waiver funding and persons developmental and intellectual disabilities. There was no mention of underserved populations outlined in the Surgeon General's Report.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Don Moyer's Boys and Girls Club

Overall CLC Plan Rating

1 **2** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: The plan that was submitted was based on specific program of the Don Moyer Boys and Girls Club not the organization

Cultural Competence Training

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: Cultural Competence Training has been completed with program staff.

Recruitment of a diverse Board and Staff

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: Action step mentions plan to recruit diverse board of directors.

Cultural Competence Organizational/Self-Assessment

1 **2** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: No assessment was a part of the plan

Policies and procedures which reflect Cultural Competence values

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: Board of Directors has allocated staff time for CLC Training.

Evidence of outreach and engagement with underserved populations

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments:

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Don Moyer's Boys and Girls Club

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Target population and outreach focus on the underserved and rural population is mentioned in the application.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Down Syndrome Network

Overall CLC Plan Rating

1 **1.5** 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: There are significant gaps in reporting of CLC activities in the application.

Cultural Competence Training

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments:

Recruitment of a diverse Board and Staff

1 **2** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: This is a volunteer organization they strive for diversity it is not measured with benchmarks.

Cultural Competence Organizational/Self-Assessment

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: There is no formal organizational assessment conducted.

Policies and procedures which reflect Cultural Competence values

1 **2** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Translation of brochures and DVD's in multiple Languages.

Evidence of outreach and engagement with underserved populations

1 **2** 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Outreach to families that have Down Syndrome. Outreach events include Buddy Walk, Disability Resource Fair, and New Parent Packets. Engagement with the Latino/Spanish speaking community that only attend meetings.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Down Syndrome Network

Target Population references a focus on underserved cohorts

1

2

3

4

5

Needs improvement

meets expectations

exceeds expectations

Comments: No mention of underrepresented population is targeted to address racial disparities. No Mention of the target population outlined in the Surgeon's General Report on Race and Ethnicity.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
East Central Illinois Refugee Mutual Assistance Center

Overall CLC Plan Rating

1		2.5			
	2		3	4	5
Needs improvement		meets expectations		exceeds expectations	

Comments: CLC plan does not give clear identification of activities or benchmarks. The application outlines how services will be conducted in a culturally responsive way for the families served.

Cultural Competence Training

1		3			
	2		4	5	
Needs improvement		meets expectations		exceeds expectations	

Comments: Annual Staff training is held for Interpreter and Cultural Competence Training

Recruitment of a diverse Board and Staff

1	2				
		3	4	5	
Needs improvement		meets expectations		exceeds expectations	

Comments: No clear actions or benchmarks mentioned

Cultural Competence Organizational/Self-Assessment

1	2				
		3	4	5	
Needs improvement		meets expectations		exceeds expectations	

Comments: No assessment was a part of the plan

Policies and procedures which reflect Cultural Competence values

1			4		
	2	3		5	
Needs improvement		meets expectations		exceeds expectations	

Comments: Provides interpreters for medical and court appointments as a service to families.

Evidence of outreach and engagement with underserved populations

1			4		
	2	3		5	
Needs improvement		meets expectations		exceeds expectations	

Comments: Special engagement of underserved population through intake and coordination of services received by the clients in the community with other organizations.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
East Central Illinois Refugee Mutual Assistance Center

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Target population and outreach focus on the underserved and rural and immigrant population is mentioned in the application.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Family Service of Champaign County

Overall CLC Plan Rating

1	2	3	4	5
		meets expectations		
Needs improvement				exceeds expectations

Comments: CLC Plan outlines clear actions and strategies to include CLC in overall strategic plan of agency.

Cultural Competence Training

1	2	3	4	5
		meets expectations		
Needs improvement				exceeds expectations

Comments: Board and Staff receive CLC Training annually. All new hires receive CLC Training within 60 days of hire date.

Recruitment of a diverse Board and Staff

1	2	3	4	5
		meets expectations		
Needs improvement				exceeds expectations

Comments: Recruitment plan and outreach of new board members in December.

Cultural Competence Organizational/Self-Assessment

1	2	3	4	5
		meets expectations		
Needs improvement				exceeds expectations

Comments: Assessment is utilized to modify building and client materials. Client satisfaction surveys are provided to the clients to assess cultural responsive services.

Policies and procedures which reflect Cultural Competence values

1	2	3	4	5
		meets expectations		
Needs improvement				exceeds expectations

Comments: Cultural Competence training is provided to volunteers annually.

Evidence of outreach and engagement with underserved populations

1	2	3	4	5
		meets expectations		
Needs improvement				exceeds expectations

Comments: Special engagement of underserved population through intake and two outreach events are planned by each supervisor to engage underrepresented populations. Staff goes and networks with other community providers to increase awareness of services to underserved population.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Family Service of Champaign County

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Target population and outreach focus on the underserved is mentioned in the application.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Mahomet Area Youth Club

Overall CLC Plan Rating

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: CLC Plan outlines clear actions and strategies to include CLC in overall strategic plan of agency.

Cultural Competence Training

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Staff receive CLC Training annually. All new hires receive CLC Plan Orientation within 2 weeks of hire date.

Recruitment of a diverse Board and Staff

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Recruitment plan and outreach of new board members from family members of the BLAST program.

Cultural Competence Organizational/Self-Assessment

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Assessment is conducted to modify space for the needs of the families served by MACY and the BLAST Programs.

Policies and procedures which reflect Cultural Competence values

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Staff participates in annual CLC Training.

Evidence of outreach and engagement with underserved populations

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Financial literacy workshops, homework programs and parent resource events are held for families at MACY.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Mahomet Area Youth Club

Target Population references a focus on underserved cohorts

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: Target population and outreach focus on the underserved is mentioned in the application.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
PACE

Overall CLC Plan Rating

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: The plan that was submitted was based on PY 2014 and has not updated information. Information should updated and resubmitted.

Cultural Competence Training

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Cultural Competence Committee attended training.

Recruitment of a diverse Board and Staff

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Action step mentions plan to recruit diverse board of directors.

Cultural Competence Organizational/Self-Assessment

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: No assessment was a part of the plan

Policies and procedures which reflect Cultural Competence values

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Consumers and volunteers have been integrated as part of the board of directors.

Evidence of outreach and engagement with underserved populations

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Rural population receives newsletter and can access information through the website.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
PACE

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Target population and outreach focus on the underserved and rural population is not mentioned in the application.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Prairie Center Health Systems

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Target population and outreach focus on the underserved is mentioned in the application.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Promise Healthcare

Overall CLC Plan Rating

1 2 3 4 5

Needs improvement meets expectations exceeds expectations

Comments: CLC Plan outlines clear actions and strategies to include CLC in overall strategic plan of agency.

Cultural Competence Training

1 2 3 4 5

Needs improvement meets expectations exceeds expectations

Comments: All staff receives annual CLC training.

Recruitment of a diverse Board and Staff

1 2 3 4 5

Needs improvement meets expectations exceeds expectations

Comments: Recruitment plan and outreach of new board members is an ongoing action on the CLC plan. Active patients are members of the board of directors.

Cultural Competence Organizational/Self-Assessment

1 2 3 4 5

Needs improvement meets expectations exceeds expectations

Comments: Self-assessment are conducted annually.

Policies and procedures which reflect Cultural Competence values

1 2 3 4 5

Needs improvement meets expectations exceeds expectations

Comments: There is a Cultural Competence committee that reviews CLC Plan and meets monthly about CLC activities within the organization. The staff newsletter focuses on CLC activities monthly. EAP is provided to support all staff and to prevent burnout.

Evidence of outreach and engagement with underserved populations

1 2 3 4 5

Needs improvement meets expectations exceeds expectations

Comments: Counseling sessions are provided to Spanish speaking patients by a Spanish speaking therapist.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Promise Healthcare

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Target population and outreach focus on the underserved is mentioned in the application.

Analysis of Applicant’s Cultural and Linguistic Competence Activities-
University of Illinois-Psychological Services Center

Overall CLC Plan Rating

1	2	3	4	5
		3		
Needs improvement		meets expectations		exceeds expectations

Comments: CLC Plan outlines actions and benchmarks for actions.

Cultural Competence Training

1	2	3	4	5
		3		
Needs improvement		meets expectations		exceeds expectations

Comments: All staff and students receive annual cultural competence training within diversity seminar.

Recruitment of a diverse Board and Staff

1	2	3	4	5
		3		
Needs improvement		meets expectations		exceeds expectations

Comments: HR and Admissions are contacted to ensure that diverse students are recruited for the program.

Cultural Competence Organizational/Self-Assessment

1	2	3	4	5
		3		
Needs improvement		meets expectations		exceeds expectations

Comments: Organizational assessment are conducted annually to modify facility. Self-Assessment conducted during diversity seminar.

Policies and procedures which reflect Cultural Competence values

1	2	3	4	5
		3		
Needs improvement		meets expectations		exceeds expectations

Comments: Data Management System Collects Race, Gender, Ethnicity, Language and Literacy preference.

Evidence of outreach and engagement with underserved populations

1	2	3	4	5
		3		
Needs improvement		meets expectations		exceeds expectations

Comments: Programming in community based settings is a priority to reach underserved populations.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
University of Illinois-Psychological Services Center

Target Population references a focus on underserved cohorts

1

2

3

4

5

Needs improvement

meets expectations

exceeds expectations

Comments: Target population and outreach focus on the underserved is mentioned in the application.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Rape Education and Counseling Services

Overall CLC Plan Rating

1 2 3 4 5
Needs improvement meets expectations exceeds expectations
Comments: CLC Plan outlines actions and benchmarks for actions.

Cultural Competence Training

1 2 3 4 5
Needs improvement meets expectations exceeds expectations
Comments: All staff receives annual anti-oppressions and diversity training.

Recruitment of a diverse Board and Staff

1 2 3 4 5
Needs improvement meets expectations exceeds expectations
Comments: Diversity is reflective of cliental and is evaluated at each Board Term.

Cultural Competence Organizational/Self-Assessment

1 2 3 4 5
Needs improvement meets expectations exceeds expectations
Comments: Organizational assessment are conducted annually on September 1.

Policies and procedures which reflect Cultural Competence values

1 2 3 4 5
Needs improvement meets expectations exceeds expectations
Comments: .

Evidence of outreach and engagement with underserved populations

1 2 3 4 5
Needs improvement meets expectations exceeds expectations
Comments: Services are provided to clients for free and work with schools to provide educational outreach about Crisis Services.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Rape Education and Counseling Services

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Target population and outreach focus on the underserved is mentioned in the application.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Champaign County Regional Planning Commission

Overall CLC Plan Rating

1	2	3	4	5
		meets expectations		exceeds expectations

Comments: Correct format is utilized and follows the CLC Plan application outline.

Cultural Competence Training

1	2	3	4	5
		meets expectations		exceeds expectations

Comments: CLC Training is provided to annually to all staff

Recruitment of a diverse Board and Staff

1	2	3	4	5
		meets expectations		exceeds expectations

Comments: Youth serving on board of directors/Bi-Lingual Staff has been hired/Staff composition matches the population served.

Cultural Competence Organizational/Self-Assessment

1	2	3	4	5
		meets expectations		exceeds expectations

Comments: Client Satisfaction Surveys and input from funders. No assessment to assess the organizational cultural competence.

Policies and procedures which reflect Cultural Competence values

1	2	3	4	5
		meets expectations		exceeds expectations

Comments: Youth/Consumers in included on board of directors.

Evidence of outreach and engagement with underserved populations

1	2	3	4	5
		meets expectations		exceeds expectations

Comments: Outreach is done to offer early intervention and diversion services to youth, particularly minority males, who are overrepresented in the juvenile justice system.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Champaign County Regional Planning Commission

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Program plan outlines how underserved populations will be engaged.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
United Cerebral Palsy Land of Lincoln

Overall CLC Plan Rating

1	2	3	4	5
		meets expectations	4	
Needs improvement				exceeds expectations

Comments: CLC Plan outlines actions and benchmarks for actions. LEP (Limited English Proficiency) and Minority Population data was provided in plan.

Cultural Competence Training

1	2	3	4	5
		meets expectations		
Needs improvement				exceeds expectations

Comments: All staff will receive annual CLC Training.

Recruitment of a diverse Board and Staff

1	2	3	4	5
		meets expectations		
Needs improvement				exceeds expectations

Comments: The Human Resources Manager will contact local churches, job fairs offered through minority organizations to expand UCP's applicant pool.

Cultural Competence Organizational/Self-Assessment

1	2	3	4	5
		meets expectations		
Needs improvement				exceeds expectations

Comments: Annual Assessment is conducted results are provided to CEO for recommendations.

Policies and procedures which reflect Cultural Competence values

1	2	3	4	5
		meets expectations		
Needs improvement				exceeds expectations

Comments: CLC Plan is signed annually and Board Reviews Plan for updates annually.

Evidence of outreach and engagement with underserved populations

1	2	3	4	5
		meets expectations		
Needs improvement				exceeds expectations

Comments: Individuals receiving services participate in advisory committees.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
United Cerebral Palsy Land of Lincoln

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Target underserved population are not mentioned in the program application.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
UP Center

Overall CLC Plan Rating

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: CLC Plan outlines actions and benchmarks for actions.

Cultural Competence Training

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: All staff will receive annual CLC Training.

Recruitment of a diverse Board and Staff

1 2 3 **4** 5
Needs improvement meets expectations exceeds expectations

Comments: Board members focus on recruitment of different ethnic backgrounds and youth are included as board members.

Cultural Competence Organizational/Self-Assessment

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: Annual Assessment is conducted.

Policies and procedures which reflect Cultural Competence values

1 2 **3** 4 5
Needs improvement meets expectations exceeds expectations

Comments: CLC Plan is signed annually and Board Reviews Plan for updates annually.

Evidence of outreach and engagement with underserved populations

1 2 3 **4** 5
Needs improvement meets expectations exceeds expectations

Comments: Services are provided to clients for free. UP Center is the only organization in Champaign County that specializes in service coordination and support for LGBTQ Youth.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
UP Center

Target Population references a focus on underserved cohorts

1

2

3

4

5

Needs improvement

meets expectations

exceeds expectations

Comments: Target population and outreach focus on the underserved is mentioned in the application.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Urbana Neighborhood Connections Center

Overall CLC Plan Rating

1 2 2.5 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Incorrect format CLC Plan was submitted.

Cultural Competence Training

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: All staff will receive training in the Summer of 2015

Recruitment of a diverse Board and Staff

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Board is reflective of population served and family members of youth serve on the board of directors.

Cultural Competence Organizational/Self-Assessment

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: No Organizational/Self-Assessment are conducted.

Policies and procedures which reflect Cultural Competence values

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Collaboration with Mental Health Organizations to provide supports for students in community based settings.

Evidence of outreach and engagement with underserved populations

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: UNCC will continue to collaborate with Urbana School Health Center, Community Elements (PLL), Courage Connections, the University of Illinois School of Social Work and other human services agencies/organizations in an effort to provide services in the most effective and cost efficient manner for underserved youth.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Urbana Neighborhood Connections Center

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Urbana Neighborhood Connections Center's Community Study Center will serve as a link in meeting the need of providing additional community-based efforts that address the issues of emotional and/or mental wellness as it relates to positive self-worth and self-esteem for youth that are "unserved, under served, or inappropriately served." A priority emphasis will be on African American youth with identifiable problems related to increasing self-esteem.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Youth and Family Peer Support Alliance

Overall CLC Plan Rating

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments:

Cultural Competence Training

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: All staff will receive training.

Recruitment of a diverse Board and Staff

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Board is reflective of diverse backgrounds.

Cultural Competence Organizational/Self-Assessment

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: No Organizational/Self-Assessment are conducted.

Policies and procedures which reflect Cultural Competence values

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Collaboration with Mental Health Organizations to provide peer support and system navigation for families in community based settings.

Evidence of outreach and engagement with underserved populations

1 2 3 4 5
Needs improvement meets expectations exceeds expectations

Comments: Youth and families are served in JDC through care coordination and Universal Screening Assessments.

Analysis of Applicant's Cultural and Linguistic Competence Activities-
Youth and Family Peer Support Alliance

Target Population references a focus on underserved cohorts

1	2	3	4	5
Needs improvement		meets expectations		exceeds expectations

Comments: Parents/caregivers of youth aged 10-18 experiencing social, emotional, and behavioral challenges and/or with a diagnosed mental health disorder. Services for youth and parents/caregivers with significant trauma history due to the disproportionate rate of poverty, use of special education services, involvement in child welfare or juvenile justice systems, and mental and physical health difficulties found in Champaign County.