



Cultural Competency Initiative Request for Technical Assistance

Initiative Overview

The Cultural Competency initiative aims to increase understanding and practice of cultural competency in health and human service organizations. The primary focus of the initiative is to create a health care system and workforce capable of delivering the highest-quality care to individuals regardless of socioeconomic status, race, ethnicity, culture and language proficiency.

Intermediate outcomes for the initiative include:

- Increase organizational understanding of national best practices in cultural competency and encourage organizations to structure their service delivery to meet the particular needs of the individuals, families, organizations and communities they serve;
- Increase awareness of how cultural competence impacts health care access, delivery of health services, and health outcomes for individuals;
- Enable nonprofit health and human service providers to identify the needs and help-seeking behaviors of the individuals they serve;
- Engage other foundations in the Greater Kansas City area that share an understanding of cultural competency, and seek their commitment to explore collaborative efforts in this area;
- Establish local leaders and/or coalitions that can advance cultural competency efforts beyond the life of the initiative.

Initiative Team Leaders

The Cultural Competency Initiative was developed and launched by the REACH Foundation in 2008 as part of a Foundation interest in helping nonprofit organizations gain skills and knowledge to better serve the region's diverse patient populations. The impetus for the initiative came out of increasing recognition of the connection between cultural competency and health disparities, and the lack of local resources to help organizations improve in this area. The Health Care Foundation of Greater Kansas City (HCF) joined the initiative in 2010, expanding the number of organizations involved. The initiative is led by **Carla Gibson**, Senior Program Officer at the REACH Foundation, and **Adriana Pecina**, Program Officer at HCF.

The technical assistance provider is **Jose Reyes, Ed.D., L.P.C.**, principal of Cultural Competency LLC. Reyes has consulted nationally with the U.S. Department of Health and Human Services Office of Minority Health, Office of Civil Rights, Department of Mental Health, and other state and federal agencies. **Walter Boulden, Ph.D.**, executive director of the Resource Development Institute, provides evaluation support.

Technical Assistance Application

This technical assistance opportunity provides customized assistance to address organizational policies and practices that influence cultural competence. NOTE: The opportunity provides technical assistance, not a financial award for organizations or programs. Organizations eligible to apply may include safety net health care clinics, behavioral health organizations, academic institutions, and other health and human service organizations in the REACH and HCF six-county service area.

Up to 10 organizations will be selected to receive technical assistance for a 12-month period. Successful applicants will:

- Receive 12 months of consulting and technical assistance services provided by Cultural Competency LLC.
- Participate in organizational assessments that measure understanding of cultural competency, and review organization practices and policies that may support or impede diversity and inclusion. Assessments will involve the organization's board of directors, and executive and lead program staff.
- Work with the technical assistance provider to identify and implement improvements. Technical assistance plans will be developed in partnership with the organization's leadership and board.
- Agree to participate in evaluation activities that will help the REACH Foundation understand needs in this area of work.

The application package consists of:

1. Cover Page that provides basic information about the organization, target population and contact information.
2. A signed Statement of Commitment.
3. Narrative statement of request.
4. Copy of organization's most recent IRS letter verifying 501(c)(3) status and/or appropriate documents verifying governmental status.

The narrative statement should not exceed four pages and should address the following:

1. Provide a brief description of your organization's work, including mission and history. Describe your organization's experiences with diversity and inclusion in your governance and provision of services.
2. Describe the conditions in your organization and/or local community that account for your interest in this initiative, and how you see technical assistance benefiting your organization and your target population at this time.
3. Discuss the commitment of your board of directors and leadership to engage in a cultural competency assessment and change process.
4. Describe your organization's ability to dedicate appropriate staff resources to this project, as well as capacity to continue efforts beyond the technical assistance period.

Applications will be reviewed based on the following criteria:

1. Evidence of the organization’s readiness (including the commitment of the board of directors) to engage in an internal assessment process and adjust policies and practices to advance cultural competency. Some examples of readiness may include Board-level discussions, recent staff training/planning, inclusion of cultural competency in organizational goals and/or strategic plan, etc.
2. Demonstrated understanding of the internal and external barriers and challenges impeding culturally competent delivery of services to the target population.
3. Expressed commitment to continue cultural competency efforts beyond the technical assistance period.

Applicants must meet the following general eligibility criteria:

Service Area – Eligible organizations must be providing services within the foundations’ priority funding areas and geographic service area, which encompasses Allen, Johnson and Wyandotte counties in Kansas; Cass, Jackson and Lafayette counties in Missouri; and the City of Kansas City, Missouri.

Organization Status – Organizations must be tax-exempt under IRS Section 501(c)(3), in good standing in the state in which incorporated. Governmental organizations without a nonprofit affiliate may apply using their Federal Employer Identification Number.

Anti-Discrimination Policy – Organizations must comply with local, state and federal regulations related to non-discrimination, wage and hour laws, workplace safety, licensure, protection of confidential health care information, and all other laws and regulations applicable to the staff, patients and consumers.

Fiscal Management – Applicant organizations must maintain their accounting records in accordance with generally accepted accounting principles, and maintain a policy of securing an audit of financial statements by an independent certified public accountant within seven months of the end of each fiscal year.

Submission Timeline

Proposals must be received by 4 p.m. Friday, December 16, 2011, to be considered. Proposals may be submitted by mail or by email addressed to:

Carla Gibson, REACH Healthcare Foundation, 6700 Antioch, Suite 200, Merriam, Kansas 66204, or via email to carla@reachhealth.org.

Timeline

TA Application Conference	Friday, November 11 – 10:30 a.m.- 12 p.m., REACH offices
Application Deadline	Friday, December 16 – 4 p.m.
Notification of Award	Friday, February 10, 2012
Award Term	March 1, 2012 – February 28, 2013

Questions? Contact Carla Gibson at REACH, 913-432-4196; or Adriana Pecina at HCF, 816-241-7006.