

Presented by:

REACH Healthcare Foundation  
Health Care Foundation of Greater Kansas City  
Jackson County Community Mental Health Fund

## Cultural Competency 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 began as a REACH Foundation initiative to help nonprofit organizations develop skills and knowledge to better serve diverse patient populations and reduce health disparities in the region. The initiative is now a shared partnership of the REACH Foundation, the Health Care Foundation of Greater Kansas City (HCF) and the Jackson County Community Mental Health Fund. These three organizations, with the guidance of a community Steering Committee, provide support for the initiative.

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 individualized assistance to address organizational policies and practices that influence cultural competence. NOTE: The opportunity provides technical assistance, not financial support, 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, HCF and Jackson County, Missouri, service area.

**For 2013, up to seven organizations will be selected to receive technical assistance for a one-year period. Successful applicants will:**

- Receive 12 months of consulting and technical assistance services provided by Cultural Competency LLC, and become a member of a Learning Community for current and previous TA recipients.
- Participate in organizational assessments that measure understanding of cultural competency and review organization practices and policies that may support or impede diversity and inclusion. These assessments will involve the organization's board, 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.
- Participate in evaluation activities to help funders understand organizational needs in this area.

TA participants from the first three years describe the process as "a mechanism to open communication around barriers and cultural issues both internal and external to the organization."

"It's a catalyst for change rather than a cookbook approach."

### The application package consists of:

1. Cover Page that provides basic information about the organization, contact information and signatures of the organization director and lead Board officer.
2. 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 governmental status.

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

1. Briefly describe your organization, including mission and history. Discuss your organization's experience with diversity and inclusion in your governance and provision of services.
2. Discuss candidly conditions within your organization and/or community that explain your interest in this initiative, and how technical assistance might benefit your organization and target population.
3. Discuss the readiness of your board of directors and leadership to engage in a cultural competency assessment and change process. Describe current or recent efforts in this area.
4. Explain how your organization will allocate staff resources for this project and your organization's capacity to continue efforts beyond the 12-month technical assistance period.

**Applications will be reviewed based on the following criteria:**

1. Evidence of organizational readiness (including the commitment of the board of directors) to begin the organizational assessment process in a reasonable timeframe after the award, and engage in a change process to advance cultural competency.
2. Demonstrated understanding of the barriers that are impeding culturally competent delivery of services to the organization’s target population.
3. Commitment to continue cultural competency efforts beyond the technical assistance support.

**Note:** Organizations undergoing an executive leadership change are asked to contact one of the funder program directors to discuss how the technical assistance will fit with a leadership transition.

**Applicants must meet general eligibility criteria:**

**Service Area** – To be eligible for consideration, organizations must be providing services within the funders’ interest areas and geographic service area. The service area 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 registered. Government organizations may use a 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 may be submitted by mail or email addressed to Carla Gibson, REACH Healthcare Foundation, 6700 Antioch, Suite 200, Merriam, Kansas 66204, or via email to [carla@reachhealth.org](mailto:carla@reachhealth.org).

TA Application Presentation                      Monday, November 12, 9 a.m.-12 p.m.  
 St. Paul’s School of Theology, Holter Conference Center  
 5123 E. Truman Blvd., Kansas City, MO 64127

**Application Deadline**                              **Thursday, December 13, 2012, by 4 p.m.**

Notification of Award                                Wednesday, March 6, 2013

Award Term    April 1, 2013 – March 31, 2014

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