



QTT Grants Program - Culturally Responsive Grants

Description

The Qualified Treatment Trainee (QTT) Culturally Responsive Grants program intends to address diversity, equity, and inclusion barriers by supporting agencies to both increase their capacity and address unique barriers to serve racially diverse, un-, and underinsured/Medicaid patients, and serve communities in provider shortage areas. Agencies participating in this grant will address barriers by expanding upon the Culturally and Linguistically Appropriate Standards (CLAS Standards). This implementation effort will be achieved by 1) identifying a culturally and linguistic competence (CLC) lead coordinator 2) completing a pre- & post- CLAS standard assessment 3) identifying a CLAS standard workplan goal 4) facilitate training components 5) documenting progress towards workplan goals.

Grants in the amount of \$50,000 are available.

Eligibility

- Agency is certified as a DHS 35/75 clinic, Federally Qualified Health Center (FQHC), Indian Health Service/Tribal Health/Urban Indian Health Organization, Free/Charitable clinic listed by WAFCC, FQHC Look-alike, or other agency structure consisting of at least 2 licensed professionals providing psychotherapy or outpatient mental health services and/or substance use services who are qualified to bill Medicaid for those services.
 - Agency currently hires and supervises postgraduate Qualified Treatment Trainee (QTT) positions (CAPSW, LPC-IT, MFT-IT) OR will commit to hire and supervise a QTT position(s) in the next 24 months
- Agency is interested in assessing, building additional capacity, and addressing barriers to serve racially diverse, un-, and underinsured/Medicaid patients
- Agency serves communities in provider shortage areas (HPSA) or geographically underserved areas

Priority Areas

Consumer characteristics

- Health Provider Shortage Areas (HPSA) and Rural Health Areas
- Commitments to Underserved Communities
 - Asian-American, Pacific Islander
 - Black, Indigenous, or People of Color
 - Children (School-based services of specific targets under age 18)
 - Deaf or Hard of Hearing
 - Immigrants or Refugees
 - Intellectual or Development Disabilities (IDD)
 - Justice-Involved or Incarcerated Individuals

- LGBTQIA+
- Native, Indigenous or Tribal
- Poverty
- Unsheltered or Housing Insecure
- Veterans
- Any other underserved group

Service provider characteristics

- DHS 35/75 clinic
- Medicaid Billing Levels (% of total service population)
- Low-cost and/or free/charitable services
- Community Responsiveness
 - Accepts community feedback from multiple methods:
 - Advisory group
 - Community Survey
 - Participation in county/community-based groups
 - Other
 - Letters of recommendation from community partners

Goals and commitments

- Impact Statement - clearly states a significant demonstrable impact to address challenges/needs in the agency to better increase capacity for culturally responsive practice in the communities served. Agency clearly connects CLAS standard workplan and implementation to impact statement

Deliverables/Progress Documentation

1. Identify Cultural and Linguistic Competence (CLC) Lead Coordinator, must be employed at the applicant agency and affirm time commitment of CLAS implementation coordination, who will guide CLAS implementation for their agency. The CLC coordinator should be an agency representative in a leadership, managerial or coordinator position able to affect change on policy & personnel decisions for CLAS implementation. The CLC coordinator may:
 - a. Assemble a coordination team & hold regular meetings
 - b. Conduct ongoing assessment on CLAS standard implementation and workplans
 - c. Attend training
 - d. Review workplan goals, report progress and revise future goals based on assessment results
2. Complete CLAS assessments:
 - a. Conduct a pre- CLAS assessment & work plan
 - b. Post-grant CLAS assessment will be completed as part of your *Final Deliverable Form*
3. Based on CLAS assessment, identify areas in which the Agency is not currently meeting CLAS standards, prioritizing the greatest areas of need in the agency, and develop a written work plan.
4. Attend 7-hour training through Wisconsin Department of Health Services on behavioral health implementation of national standards for culturally and linguistically appropriate services in health and health care (CLAS standards). CLC coordinator must attend, optionally 1 additional agency staff may attend. Training is not yet scheduled but will be sent to your CLC coordinator by email.
5. Document progress towards previously identified challenge/goal from initial assessment in online portal (select at least 1 option):
 - Recruit, retain, and promote staff that reflects the cultural diversity of the community you serve (CLAS Standard #3)

- Develop written policies and procedures that support recruitment, retention, training and promotion practices (CLAS Standard #2)
- Develop training plan and policy for staff to complete training (CLAS Standard #4)
- Develop policy and procedures for offering language assistance (CLAS Standards #5, #6, #7 and #8)
- Implement policy and procedures for informing all individual of the availability of language assistance services clearly and in their preferred language, verbally and in writing (CLAS Standard #6)
- Implement a policy and procedures for ensuring the competence of individuals providing language assistance, which recognizes that the use of untrained individuals and/or minors as interpreters should be avoided (CLAS Standard #7)
- Implement a policy and procedures for providing easy-to-understand print and multimedia materials and signage in the languages commonly used by the populations in the service area (CLAS Standard #8)
- Establish culturally and linguistically appropriate goals, policies, and management accountability, and infuse them throughout the organization's planning and operations. (CLAS Standard #9)
- Conduct ongoing assessments of the organization's CLAS-related activities and integrate CLAS-related measures into measurement and continuous quality improvement activities (CLAS Standard #10)
- Collect and maintain accurate and reliable demographic data to monitor and evaluate the impact of CLAS on health equity and outcomes and to inform service delivery (CLAS Standard #11)
- Conduct an assessment of community health assets and needs, and using the results to plan and implement at least one new service that responds to the cultural and linguistic diversity of populations in the service area (CLAS Standard #12)
- Identifying at least one new community partner with which it will design, implement, and evaluate policies, practices, and services to ensure cultural and linguistic appropriateness (CLAS Standard #13)
- Create a conflict and grievance resolution processes that are culturally and linguistically appropriate to identify, prevent, and resolve conflicts or complaints (CLAS Standard #14)
- Engage in at least one communication of the organization's progress in implementing and sustaining CLAS to its stakeholders, constituents, and the general public (CLAS Standard #15)

Timeline

Culturally Responsive Grants Timeline	
Application Deadline	12/23/2023
Award notification	1/12/2024
Funding paperwork completed	1/31/2024
CLAS Training	TBD (CLC coordinator must participate)
Progress documentation deadline	5/31/2024
Grant payment begins	June 2024

Resources

- Behavioral Health Implementation Guide for the National Standards for Culturally and Linguistically Appropriate Services in Health and Healthcare- https://www.minorityhealth.hhs.gov/Assets/PDF/clas%20standards%20doc_v06.28.21.pdf
- Think Cultural Health – Behavioral Health - <https://thinkculturalhealth.hhs.gov/education/behavioral-health>
- SAMHSA Behavioral Health Equity - <https://www.samhsa.gov/behavioral-health-equity/quality-practice-workforce-development>