



Qualified Treatment Trainees Grants Program

QTT Grants Program – Implementation of Culturally and Linguistically Appropriate Standards for Deaf & Hard of Hearing

Description

The Qualified Treatment Trainee (QTT) Implementation of Culturally and Linguistically Appropriate Standards for Deaf & Hard of Hearing program intends support agencies to both increase their capacity and address unique barriers to serve the Deaf and Hard of Hearing Population. 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 \$52,500 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 Deaf and Hard of Hearing population
- Agency serves communities in provider shortage areas (HPSA) or geographically underserved areas

Priority Areas

Consumer characteristics

- 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 American or Tribal
- Poverty
- Unsheltered or Housing Insecure
- Veterans
- Any other underserved group

Service provider characteristics

- DHS 35/75 clinic
- Medicaid Billing
- Low-cost and/or free/charitable services
- HSPA Underserved
- Underserved geographic area
- Community Responsiveness

Organization goals and commitments

- Commitment to tele-mental health
- Description of agency's current diverse hiring practices and commitment to maintain and improving them in the future

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 as part of your application
 - 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. **Identified workplan goal must relate to serving Deaf or Hard of Hearing population.**
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) on Monday June 12, 2023 9am-5pm. CLC coordinator must attend, optionally 1 additional agency staff may attend.

5. Document progress towards previously identified challenge/goal from initial assessment in online portal (select at least 1 option and must relate to serving Deaf and Hard of Hearing Community):
- 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

Supplemental Accommodations Grants Timeline	
Application Deadline	5/12/2023
Award notification	6/2/2023
Funding paperwork completed	6/16/2023
CLAS Training	6/12/2023 (CLC coordinator must participate)
Progress documentation deadline	8/31/2023
Grant payment begins	September 2023

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>