



*California Women's  
Mental Health  
Policy Council*

The Women's Mental Health Policy Council used its annual steering committee retreat this past October to re-think its mission and goals statement, and to consider its future priorities. The California Women's Mental Health Policy Council's (WMHPC) mission is "to ensure effective, gender-specific culturally appropriate mental health services for women and girls."

Over the next several years, an important focus of the WMHPC is to lead discussions with the adult mental health system toward a paradigm shift from one which is individually client oriented, to one which is mother-child or family centered. A recent SAMHSA document points out that even though many clients in mental health are also served in substance abuse, the knowledge gained in shifting substance abuse treatment paradigms from an individual client to a mother-child focus has not been widely applied in the mental health treatment arena, (Univ. Mass. Medical School, July 2001). This focus on the "individual" can limit access to mental health services for women. Women may find the service irrelevant when it does not also address the concerns she has with her family. Women will not seek help if they do not have appropriate childcare and women will particularly not seek help if it puts them at risk for losing their children. Without a shift to a mother-child focus, public mental health programs will continue to miss important opportunities to help women and their families work towards recovery and wellness.

Another key issue for the Policy Council is the impact of trauma on mental health, particularly for women. According to "The Commonwealth Fund 1998 survey of Women's Health," two of five women have experienced at least one type of abuse or violence in their lifetime. When asked about abuse as a child, about 1 of 6 (16%) women said they were either sexually or physically abused during their childhood. Intimate partner abuse is correlated with higher incidences of substance abuse, depression, anxiety, PTSD, chronic pain and physical complaints in the survivor. The risk for developing PTSD after exposure to trauma is twice as high for women as for men. The majority of women hospitalized for psychiatric reasons have histories of abuse. Yet, there are few treat-



*CalWORKs Project Group*

*Overcoming Mental Health (MH), Domestic Violence (DV) and Alcohol and Other Drug (AOD) Barriers to Employment*

The CalWORKs Project is a collaborative effort by The California Institute for Mental Health (CIMH), Children and Family Futures (CFF), and the Family Violence Prevention Fund (FVPF).

TANF is the federal welfare reform law, implemented as CalWORKs in California. During the last year, the CalWORKs Project developed a series of four "Policy and Practice" briefs, based on the project research and designed to inform state and federal policy makers on MH/AOD/DV issues related to TANF reauthorization. The four "Policy and Practice" briefs are available for download on our web site at [www.cimh.org/calworks](http://www.cimh.org/calworks).

**New Project Report - CalWORKs Project Research AOD/MH/DV Issues: Effects on Employment and Welfare Tenure After One Year** - Findings of the report, based on a three-year study of 643 randomly sampled CalWORKs recipients, include: 1) Women with either MH, or AOD, or serious DV issues were approximately half as likely as women without any of these issues to be able to attain and sustain employment; 2) Having more than one of the three (MH/AOD/DV) further decreased the likelihood of employment; 3) Women with any of these three conditions also had significantly more other social, health, and other barriers to work; and 5) removal of all remediable barriers to work is projected to improve the likelihood of work in the research sample from 38% to 76%. This report is also available for download on our web site.

The CalWORKs Project is currently working on a report that examines the relationship between AOD/MH/DV and child well being. Preliminary results indicate a significant relationship. Look for this report next month.

The Project is also currently working with Los Angeles County to develop a system of outcomes measurement. When completed, this project may be of interest to other counties.

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ments available for trauma and routine screening for trauma is minimal. Procedures and treatments in hospitals seldom consider the potential history of trauma when providing services to women. The WMHPC is committed to working collaboratively with other disciplines to improve routine screening for trauma in women and to increase the ability of clinicians to appropriately treat and refer trauma survivors.

**Transition Age Young Women** - The CWMHPC is examining critical questions about the needs of transition age young women. What do we know about this population? What are cultural and ethnic issues? How do they differ from those of young men? How do young women access services? What is the best way to provide services? What does the research show? What programs are showing success? These are all questions of significant interest to the California Women's Mental Health Policy Council.

Together with CIMH and supported by a grant from The California Wellness Foundation, the CWMHPC has developed a process to answer these questions. CIMH Consultant Lynne Marsenich, LCSW, and a CWMHPC workgroup will research these questions and report findings in a document on effective and evidence based practices for transition age young women. The workgroup will be inclusive to ensure that the document is useful to consumers, family members and providers. The final product will be available in late 2004 or early 2005. We welcome your involvement.

In the spirit of building networks and collaboration, the CWMHPC welcomes your assistance, comments, and questions. Please contact Andrea Aiello, Project Manager, CWMHPC at (916) 556-3480, ext 102 or [aaiello@cimh.org](mailto:aaiello@cimh.org).

**CIMH Launches Values Driven Evidence-based Practices Initiative: Moving "Science to Services" and "Services to Science"**

The California Institute for Mental Health (CIMH) is committed, in partnership with the California Mental Health Directors Association (CMHDA), the California Department of Mental Health (DMH), and other stakeholders to move 'science to services' and 'services to science' in order to improve the quality of care in the public mental

health system. The overarching goal for CIMH is to assist California's mental health system to assure the effectiveness of all its services and administrative practices, using the best evidence available, incorporating recovery oriented cultural competence.

To move this agenda, CIMH is:

- Developing an internal strategic plan relating to the organization's promotion of values driven evidence-based practices
- Conducting a California based seven-county study of effective culturally competent practices
- Conducting a comprehensive statewide planning process that incorporates critical planning, collaborative efforts, and consensus-building strategies as a foundation for the implementation of cultural competence training, technical assistance, and consultation with local mental health systems
- Creating a document that lays out a proposed set of consensus principles and understandings, regarding research in mental health practices and cultural/ethnic/racial minority populations, that will support policy and system planning activities
- Creating a second document that reviews the relationship between the research for practices that are nationally identified as "evidence-based," and to what extent the research reports findings for cultural/racial/ethnic populations. The review will also examine selected promising practices and will offer recommendations relative to these practices and research that can inform policy and system planning activities
- Facilitating a statewide multi-stakeholder conference in June 2003 for knowledge dissemination and consensus building on evidence-based practices

**June 2003 Multi-Stakeholder Conference on Effective Practices** - The CMHDA has agreed, along with DMH, the California Mental Health Planning Council, and the California Council of Community Mental Health Agencies, to focus the June 2003 Partnership Conference on this topic. CIMH will facilitate the development and implementation of the agenda.

'Evidence-based practices' is a concept receiving significant attention in public and private health and behavioral health systems of care throughout the nation. Increasingly, there are controlled research trials, evaluations, and demonstrations developing information about more effective mental health practices. However, this rapidly evolving research and information about evidence-based practices is slow to be synthesized, translated, and/or adopted by providers.

There are a number of issues that contribute to slow integration of evidence-based practices, including the difficulties practitioners have in obtaining knowledge about relevant research and the lag time between research findings, publication and dissemination.

There are also gaps regarding the implementation of evidence-based practices that include the relationship between research, cultural competence and recovery. As well documented in *Mental Health: Culture, Race, and Ethnicity- A Supplement to Mental Health: A Report of the Surgeon General*, information on effectiveness of practices on cultural, racially, and ethnic minorities is greatly lacking.

The June 2003 conference will focus on knowledge dissemination and consensus building in this area.

**Cultural Competence and Effective Practices** - The work being conducted by the CIMH Center for Multicultural Development through a grant from The California Endowment, will begin to address this gap. (See related article) As part of this overall initiative on effective practices, and incorporating the information from the above activities, CIMH is proposing to convene California mental health stakeholders in a mental health cultural competence knowledge dissemination and consensus building conference in the Fall of 2003. The conference will focus on recovery oriented cultural competence, evidence based, promising-emerging practices, knowledge dissemination and implementation strategies. Specifically, the conference will:

- Address the state of scientific knowledge of culturally competent mental health services
- Provide information about effective and promising practices gleaned from the seven county study, including clarity about the levels of evidence supporting the conclusions

- Inform and promote both a state and a national cultural competence research agenda
- Provide information about a model for training and technical assistance to assist local mental systems to select, develop, implement, and maintain the practices
- Obtain feedback from the participants about the practicality of the selected practices and the training model

## **CIMH Small County Training Activities**

**CIMH and the CMHDA Small County Training Committee** have been working together to develop a Core Curriculum to orient employees to the public mental health system. This will be a electronic training that can be a home/office study or a live/group training resource, and arrangements can be made to earn CEUs as well. The first module prototypes are being piloted in a limited number of counties in January and February. We expect to release the first edition of the curriculum to all small counties this Spring, and will begin upgrading the modules soon after.

**The CIMH Certificate in Public Mental Health Project** has completed its first course. This pilot offers five courses sponsored by CSU Social Welfare Departments, to participating staff from small county mental health departments, over the internet. The offerings represent the introductory courses of Masters in Social Welfare programs, and students have the option to complete the five courses for a Certificate in Public Mental Health

**SAVE THE DATE!**

*Cultural Competence  
Summit XI*

**November 19-21, 2003**

**The Fairmont Hotel  
170 South Market  
San Jose, California**

**For more information - [www.cimh.org](http://www.cimh.org)**

and/or enroll in continuing education programs to earn units that may be applied toward the student's admission to, and as partial fulfillment of requirements for graduation on, campuses that offer a Master's of Social Work (MSW) degree.

Approximately thirty students completed the first course, *Human Behavior in the Social Environment*, and have begun the second, *An Introduction to Social Work Values & Policy Practice*. CIMH will be analyzing information generated from the pilot this Spring and contact county mental health departments about interest in a second round of these courses.



*CIMH Center for  
Multicultural  
Development*

### **The Center for Multicultural Development Receives Grant from The California Endowment**

The CIMH Center for Multicultural Development (CMD) has received a grant from The California Endowment to support The Cultural Competence Planning Project. The purpose of this 18-month project is to develop a statewide training and technical assistance plan to support the county mental health departments to provide more effective services to their diverse communities. This funding will enable the CMD to address many of the strat-

egies and recommendations developed by the participants of the February 2002 California Mental Health Directors Full Association Conference. The project will increase our understanding of how culturally competent systems develop, identify training needs, and gather and disseminate information on effective practices currently being implemented in California. Summarizing the objectives of the grant, CIMH will:

- Inventory local demographic, social, and mental health environmental factors, and identify local and statewide resources for cultural competence.
- Conduct an analysis of the cultural competence planning and implementation efforts of seven case study counties.
- Develop a guide for the enhancement of cultural competence in counties and a related plan for providing technical assistance to assist their development efforts.

The project policy advisory group monitors the implementation of the grant, and the workgroup guides the study. These committees include current and former County Mental Health Directors, County Ethnic Services Managers, Executive Directors of community-based agencies, state and national experts in cultural competence, and other key constituents.

### **February 2002 Conference: Completed Report**

During the June 2002 California Mental Health Directors (CMHDA) Full Association Conference in City of Industry, CA., the CIMH Center for Multicultural Development (CMD) presented the draft report from the February 2002 CMHDA Full Association Conference. In addition, the Center met with the CMHDA Small County Committee to discuss the implementation strategies and action plans within the report from a small county perspective. Other key constituency groups and individuals were given an opportunity to provide feedback on the draft. The Center incorporated this feedback and produced a report, which represents the interests of all the stakeholders involved.

At the November 2002 Tenth Annual Cultural Competence Summit in Ontario, the Center unveiled the final report at Bob Martinez's (CMD Director) plenary presentation. The report was also disseminated at the con-

## **SAVE THE DATE!**

The Fifth Annual

## **Rose Jenkins Conference**

**October 6-8, 2003**

Doubletree Hotel  
Sacramento, CA

For five years the Rose Jenkins Conference has provided children's coordinators and clinical supervisors with updates on the most relevant issues regarding service delivery to children.

For more information - [www.cimh.org](http://www.cimh.org)

joint meeting of the California Department of Mental Health, Cultural Competence Advisory Committee, the CMHDA Ethnic Services Managers Committee, and the CMD Advisory Committee, as well as the CMHDA All Directors Meeting and Symposium. This document chronicles this stage of CMHDA and CIMH's efforts to work toward a culturally competent system of care in California, which addresses the mental health needs of an ever-growing culturally and ethnically diverse population. The report is available at [www.cimh.org](http://www.cimh.org).

### **CIMH Mental Health Brochure Project**

This multiethnic informational mental health brochure and interactive brochure series will educate consumers, family members, the general public, service providers, and other partner communities about mental health, mental illness, treatment, and services. The brochure series, designed to reflect California's diverse ethnic and cultural communities, is available in seven languages. This brochure package also includes an interactive CD offering an audio-video presentation for each of the brochures. The brochures are rich with NIMH science-based information and resources, while incorporating information unique to California's service system. The brochure series is made up of twelve separate brochures, six focusing on children's topics and six concentrating on adult topics.

- Adult Mental Health and Mental Illness
- Adult Mental Health Services
- Adult Mood Disorders
- Adult Post-Traumatic Stress Disorder
- Adult Anxiety Disorders
- Schizophrenia
  
- Mental Health Disorders in Childhood
- Child Mental Health Services
- School Problems: Mental Health and Education Services
- Child Anxiety Disorders
- Child Mood Disorders
- Child Attention Deficit/Hyperactivity Disorder.

This brochure series is translated into six languages: Spanish, Cambodian, Tagalog, Russian, Vietnamese, and Cantonese, and will be distributed to county public mental health systems throughout the state. Brochures can be "personalized" with local information and utilized in local outreach and education efforts. CIMH would like to ac-

knowledge the leadership of The DMH Office of Multicultural Services as well as the expertise and energies of Richmond Area Multi-Services, Inc. and the individuals who participated as readers and in project focus groups.

### **Mental Health Interpreter Program**

On September 19 - 20, 2002, the CIMH Center for Multicultural Development hosted the latest Mental Health Interpreter Project meeting, with representatives from California and Texas, including Steven W. Mayberg, PhD, DMH Director, to further develop consensus around the need for a standardized curriculum on interpreter training. The representatives at the meeting, state and national leaders, accomplished the following: 1) defined essential elements for the curriculum for training interpreters, 2) developed a training protocol for providers of interpretive services, 3) developed the elements for a Train the Trainer

## **SAVE THE DATE!**

### **Older Adult Mental Health System of Care Conference**

*Building Partnerships: Systems in Transition*

**February 19 - 21, 2003**

SAN MATEO MARRIOTT HOTEL  
San Mateo, California

For many years, California Mental Health Advocates for Older Adults (CAMHAOA) sponsored a conference about older adult mental health issues at Asilomar, California. Our conference location has changed and we've drawn in a collaborative group of organizations interested in developing formal systems of care for mental health services to seniors.

CAMHAOA is joined this year by the California Mental Health Directors Association (CMHDA), the California Department of Mental Health (DMH), the California Institute for Mental Health (CIMH), and the California Department of Aging (CDA). We have a joint vision of a future focused on Older Adult System of Care development in California. We hope you see you at the Second Annual Older Adult Mental Health System of Care Conference!

**Please visit our website at [www.cimh.org](http://www.cimh.org) for more information.**

## SAVE THE DATE!

### CMHDA Full Association Meeting

**February 5 - 7, 2003**

*Westin St. Francis Hotel  
San, Francisco, CA*

*The California Mental Health Directors Association in collaboration with CIMH will be having its Full Association Meeting this February. This 3-day meeting provides an opportunity for the California Mental Health Directors and invited guests to participate in a forum where significant and current issues affecting the delivery of Mental Health Services to the citizens of California are shared. This year CIMH and CMHDA will also present a full day's training for its members with representatives from the Legislature, The State Department of Mental Health, and the Judicial System.*

**The next CMHDA Full Association meeting will take place June 18-20, 2003 in Sacramento, CA**

*For more information, please visit  
[www.cimh.org](http://www.cimh.org)*

model, and 4) developed the certification process for trainers and interpreters. This curriculum is being developed and implemented in partnership with state mental health departments of California, Texas and Colorado. As next steps, the curriculum will be piloted in California and Texas.

### Public Service Announcement

The Center for Multicultural Development completed a one-minute Public Service Announcement (PSA), both in Spanish and English, which was designed for television and/or radio. The PSA promotes the message "The More You Know About Mental Health – The Healthier You'll Be – There's Strength in Knowing" and "Mientras más te informes, más entenderas acerca de la salud mental: hay poder en saber." The PSA is designed to increase awareness regarding mental illness and reinforce the hope that with support, people with mental disabilities can recover. The DMH MediCal Ombudsman Services has agreed to provide a number to call for assistance and information, and counties can edit the PSA to include their local information. The Center distributed copies of the PSA to all the County Mental Health Directors and Ethnic Services Managers for use in local outreach and education efforts.

The PSA was created with support from The Caregivers Television Project, funded by the Sacramento Metropolitan Cable Television Commission. CIMH is indebted to the partners in the project, notably: Jo Ann Johnson, Ethnic Services Manager for the Sacramento County Division of Mental Health (SCDMH); Sylvia Aguirre-Aguilar, Executive Director, El Hogar Mental Health and Community Services Center; Anita Barnes, Executive Director, La Familia Counseling Center; Jesus Cervantes, Mental Health Program Coordinator, SCDMH; Craig Harris, Producer, KVIE Channel 6; Jorge Monzon, Producer, Access Sacramento Cable Television; the Nonprofit Resource Center of Sacramento; and Wendy Walker Davis, DMH Medi-Cal Ombudsman Services. However, special acknowledgement is due to the generous contributions of the consumers who appear in the PSA and make it relevant.

If you are interested in our Latino Mental Health PSA, contact Roberto Ramos, (916) 556-3480, ext. 121 or



### *CIMH Child and Family Services and the Cathie Wright Technical Assistance Center (CWTAC)*

CIMH has been working closely with the California Department of Mental Health and California Mental Health Directors Association to respond to the state budget cut to, and the Governor's veto message regarding, Children's System of Care. November and December conference call trainings for the CMHDA regions supported county mental health departments as they prepared work plans for CSOC – An Interagency Enrollee Based Program for Children and Youth, as well as preparation for county data collection and outcome reporting. CWTAC is in discussion with CMHDA Regional Committees regarding interest in regional forums designed to support county mental health planning for children's services in the context of the current budget. County mental health administrators that have interest or suggestions should contact Bill Carter at 916-556-3480, ext. 130 or [bcarter@cimh.org](mailto:bcarter@cimh.org).

The third annual **Rose Jenkins Children's Services Managers Preconference** took place October 7, 2002. Topics for the training included "Applying Effective Practices and Proven Programs," "Evidence-Based Practice,"

“Using Data in Children’s Services Planning” “Early Childhood Mental Health” and the Santa Clara County CTF. The CWTAC Preconference events are designed to provide focused training and leadership development activities for directors, administrators and managers in children’s mental health services. The next event takes place at the CMHACY Conference 2003.

The CIMH CWTAC publication Family/Professional Partnerships – Making Them Work: An Implementation Guide for Family Partners and Agency Administrators was released in December 2002. Authored by Irene Borgfeldt, Joan McChesney and Todd Sosna PhD, and relying upon the information and experience provided by Family Partners who have consulted with CIMH CWTAC, this manual offers guidance and resources for establishing family run organizations that promote family involvement at the system and service levels. See the publications section of the CIMH webpage at [www.cimh.org](http://www.cimh.org) for more information.

**The Juvenile Justice Mental Health Project** – This project, funded by the Zellerbach Family Foundation, is designed to promote the use of science-based information in the planning and delivery of mental health services to youth in the juvenile justice system. We have been working with the Chief Probation Officers of California to plan regional training events that reflect their priorities. Information regarding the event that will take place in your area between January and March 2003 will be available soon. As we enter the second phase of this project in the Spring, we are expanding its scope and will begin a two to three year training and technical assistance project, for interested counties, to support implementation of specific evidence-based practices targeting youth in the foster care and juvenile justice systems.

**CIMH Implementation of Healthy Families Project** - Staff from the Managed Risk Medical Insurance Board and CIMH have consulted with CMHDA and Health Plans in review of obstacles related to the availability of current information regarding consumer Healthy Families Program eligibility. Please see the October 30, 2002 CIMH communication to County Mental Health Directors outlining the next steps underway to address these issues.

For information regarding any of these CIMH projects contact Bill Carter, LCSW, CIMH Deputy Director at (916) 556- 3480, ext. 130 or [bcarter@cimh.org](mailto:bcarter@cimh.org).



*Adult Mental Health  
and Adult Systems of  
Care Training*

### **Suicide Prevention for Correctional Facility Staff**

We are in the final phase of working on a Suicide Prevention DVD training program for correctional facility staff. The completion date is set for mid-February. The DVD consists of seven vignettes detailing the major risk factors that lead to suicide attempts in jail. The vignettes are compelling and dramatic. An accompanying CD provides more didactic information and acts as a companion to the vignettes.

Marketing and distribution of this product will begin in Spring. We wish to thank the CMHDA Forensic Committee for taking the lead on this project, particularly Dave Meyer, the chair from LA County, Kevin Smith of Orange County, and Larry Rosa of the San Bernardino County Corrections Department. Special thanks to Dan Weisburd for producing an excellent product and to Steve Elkins Productions for their technical expertise. For more information contact Ed Diksa at (916) 556-3480, ext. 104 or [ediksa@cimh.org](mailto:ediksa@cimh.org).

### **Recovery and Wellness Trainings**

The video, Pathways to Wellness, directed by Lisa Eckhart is complete and in distribution. This is a half hour video presents consumer and provider perspectives on Recovery. Copies are available at [www.cimh.org](http://www.cimh.org).

The Service Plan Training with Neal Adams, MD, State DMH Adult Services Medical Director, completed the first two “Train the Trainers” sessions. Follow-up trainings were held for the Southern California on Oct. 3 and the Bay Area on Oct. 22, 2002. An additional training was held in San Bernardino in early December. The trainings have sparked discussions on the use of Service Plans as clinical tools, staff resources, timing of services, length of services, and the changing definition of success in a Culturally Competent Recovery-oriented System.

Future plans include trainings in Ukiah, Orland, and Bishop. Additionally, we will be contacting previous trainers to de-

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termine the impact of the trainings, barriers to implementing it, and suggestions to make the training more useful. For further information, contact Ed Diksa at (916) 556-3480, ext. 104 or ediksa@cimh.org.

## **Mental Health Board/Commission Training**

For the fifth consecutive year CIMH will conduct trainings for Mental Health Boards/Commissions. The training is conducted with the support and participation of DMH, the Planning Council, and CALMHB/C. As in past years, trainings are conducted on two levels: 1) regional trainings in which board/commission members exchange information and activities in addition to receiving training and 2) local training for individual boards/commissions to help each board/commission address their particular issues.

Four regional trainings will be held between February 2003 and May 2003. The proposed topic areas for these trainings will be: Service Plans and How They Impact the Quality of Care, Mental Health Services in Correctional Settings, What Would an Ideal System Look Like?, Housing Initiatives, Implications of AB 1421 for Boards, and

Board Involvement in Using Outcome Measures.

Four local boards/commissions (Monterey, Santa Barbara, Napa, and Amador) will receive individual training this year. The training consists of four visits to assess board functioning, conduct a one-day retreat, and provide two follow-up meetings. We will also respond to special needs of county boards on an as needed basis.

## **Partnership Conference**

This year's ASOC Partnership Conference, "Thinking Outside the Box - Systems in Transition" was held in San Mateo. While attendance was less than average, the presentations and workshops were evaluated highly by attendees. Next year's Partnership Conference will be held in southern California and is structured as a two day event. More information will be provided as to dates and location as decisions are made. For information please call Phyllis Guerrero at (916) 556-3480, ext. 101.

## **AB 334 Training Update**

**Employment** - CIMH conducted a web-based training on Social Enterprise Development for AB 334 programs on Tuesday, January 21, 2003. This work was done in conjunction with Gary Shaheen, who is the Director of Employment Program Development at Advocates for Human Potential, Inc., a research and training agency. Gary was the lead trainer for the highly successful AB 334 regional employment trainings conducted in May and June of this year.

Social Enterprises are agency-owned businesses that employ people who have a psychiatric disability. The themes of the Social Enterprise Development presentation are:

Theme #1 - Principles and Practices

Theme #2 - Viability

Theme #3 - Practical Approaches and Tools

Theme #4 - Cross-Sector Collaborations for Enterprise Development

The two-hour web conference training included people who have developed Social Enterprises, and AB 334 providers who shared examples from their own program experiences. Ongoing discussion of employment issues is possible via the employment list serve. Please contact Melanie Manus at mmanus@cimh.org if you want to be added to that list serve.

## **SAVE THE DATE**

### ***Third Annual* CIMH Information Management Conference**

**March 19 - 20, 2003  
San Mateo, California**

LEARN FROM PRESENTATIONS THAT ADDRESS:  
Challenges of Implementing Electronic Client Records  
Available Support for Meeting HIPAA Requirements  
Implications of Upcoming Federal, State and County Data Initiatives  
How to Select and Work More Effectively With Software Companies and Their Products  
Using Available Data More Effectively to Guide Management and Clinical Decisions

PARTICIPATE IN DISCUSSION GROUPS AND NETWORK WITH YOUR COLLEAGUES  
Meet the major software companies serving California behavioral health and social services and evaluate their products—all in one exhibit hall!

**For more information, please visit [www.cimh.org](http://www.cimh.org)**

**Transition Age Youth** - Staff from AB334 programs that are developing and operating services specific to transition age youth are meeting by telephone. Two meetings have been held. Future topics include "at risk" characteristics and employment. If you want to be added to the list for the phone calls or to be added to the TAY list serve, email Melanie Manus at [mmanus@cimh.org](mailto:mmanus@cimh.org) with all of your contact information.

**Regional AB 334 Coordinators Meetings** - Regular meetings of the AB 334 Coordinators are held in the Bay Area (facilitator – Dawn Cunningham), Southern California (facilitator – Maria Funk) and North/Central California (facilitator – Frances Freitas). Information on upcoming Regional AB 334 Coordinators meetings is on the AB 334 page of the CIMH web site, [www.cimh.org](http://www.cimh.org).

**Presentations** - Several AB 334 programs are making presentations around the state and nationally. Recently the Orange County program presented at the Latino Behavioral Health Institute Conference in Universal City. San Diego presented at the International Association of Psychosocial Rehabilitation Services conference in Toronto. San Diego and Stanislaus presented at the National Association of County Behavioral Health Directors meeting in San Diego. Humboldt County presented at the California Association of Social Rehabilitation Agencies conference in Walnut Creek, and Butte County presented their employment services at the Homeless and Housing Coordinators meeting in South Lake Tahoe and at the Partnership Conference in San Mateo.

**Web Site** - The CIMH website at [www.cimh.org](http://www.cimh.org), has information and links on employment, housing, healthcare, and law enforcement. The site also offers information regarding related conferences and trainings.

CIMH is interested in showcasing AB 334 programs. If you have PowerPoint presentations, or information regarding other valuable resources, contact Vicki Smith, [vsmith@cimh.org](mailto:vsmith@cimh.org). We are updating and expanding our information on a regular basis.

**Email List** - CIMH regularly forwards information about new literature, reports, RFPs, trainings and other publications relevant to providing services to people with psychiatric disabilities who are, or have been, homeless. Please forward your contact information to [mmanus@cimh.org](mailto:mmanus@cimh.org) if you wish to participate.

## California Develops Olmstead Plan

### What Is The Olmstead Decision?

In 1999, the United States Supreme Court issued a decision in *Olmstead v. L.C.* in which the court concluded that States are required by the Americans with Disabilities Act (ADA) to place persons with disabilities in community settings rather than in institutions when:

1. The State's treatment professionals have determined that community placement is appropriate;
2. The individual does not object to community placement; and
3. The placement can be reasonably accommodated, taking into account the resources available to the State and the needs of others with disabilities.

The Supreme Court also gave the states general guidance on how to demonstrate compliance with the ADA. For example, compliance may be shown if a state can demonstrate that it has a "comprehensive, effectively working plan for placing qualified persons with...disabilities in less restrictive settings, and a waiting list that move[s] at a reasonable pace."

To read the Olmstead decision, go to:

<http://supct.law.cornell.edu/supct/html/98-536.ZS.html>

For information about the Olmstead decision and children, go to:

<http://www.olmsteadcommunity.org/Barriers2.pdf>

For information about the Olmstead decision & other services, go to:

<http://www.olmsteadcommunity.org/overcoming.html>

For Olmstead plan best practices, go to:

<http://www.olmsteadcommunity.org/priaulx.html>

### Planning For Olmstead

The California Health and Human Services Agency (CHHS) is developing a plan to address long-term care issues addressed in the Olmstead decision. After a series of public forums throughout the state, CHHS convened a cross-disability Work Group to provide direct input into the California plan. The workgroup has had several meetings

throughout the state. The fourth workgroup meeting will be held:

**January 21, 2003**  
**Elihu Harris State Office Building, Oakland**  
**Topic: Ensuring the Quality of**  
**Community Services**

For more information and the request form to participate in the Work Group, go to:

<http://www.chhs.ca.gov/olmstead.html>.

#### **How can I stay informed of the planning process?**

Visit the Olmstead decision website listed above regularly for updates. CIMH is developing a mental health email list. To get the most current updates on the Olmstead planning process, email [mmanus@cimh.org](mailto:mmanus@cimh.org) with all your contact information and request to be added to the email list.

## **SAVE THE DATES!**

### **Values-Driven Evidence-based Mental Health Practices in Juvenile Justice**

Regional Trainings based upon input from the Chief Probation Officers Association of California and California Mental Health Directors Association have been set for three regions. Registration information will be released soon.

Southern Region - A two day event will be offered twice. The tentative agenda has separate tracks for juvenile justice and mental health administrators, direct service staff, staff from community-based services and staff from institutional settings. It will be designed to both provide an overview and some concrete instruction related to evidence-based interventions. The first offering is **April 1-2 in Woodland Hills**. The second offering is **April 3-4 in Orange**.

Northern and Sacramento Regions - A full day event will be designed for administrators, managers and interested direct service staff in county juvenile probation and mental health departments. A comprehensive overview of evidence-based practices will precede presentations by innovative programs operating in these regions. An evening dinner event will focus upon the developing budget and legislative priorities in the area of juvenile justice and children's mental health services. **Chico, April 9, 2003**

Central Region - Planning for an event is in progress.

## **Leadership Institute on Track**

The first Leadership Institute began successfully this Fall. Thirty-seven individuals, representing mental health directors, deputy directors and management of county mental health departments began the first residential module September 2002 at the Kellogg West Center, Cal Poly, Pomona. The Leadership Institute is a development program designed to help good leaders to become great leaders and to face the challenges of managing public mental health systems. It was designed by the California Institute for Mental Health and the USC Sacramento Center in collaboration with an advisory board of mental health directors.

The content is based on input from directors and others about the critical knowledge and skills needed in leading complex mental health organizations. The format is designed to encourage the development of networks among participants to support their ongoing work. The Institute is nine days, beginning with a three day residential followed by two-day modules through May 2003.

The topics have included:

- Leadership Effectiveness
- Leading Through Influence
- Facilitating and Negotiating
- Responding to Crisis
- Consumer and Family Centered Leadership
- Cultural Diversity and Competency
- Legislative Process
- Policy and Management in a Public Program
- County and State Administration and Politics
- Lessons Learned in Mental Health Funding and Administration
- Working with the Media
- Mental Health Networks
- Evaluating Organizational Networks
- Managing Organizational Change
- Organizational Culture
- Organizational Core Processes.

We are currently surveying counties to determine the timing of the next Leadership Institute series.



*California Institute  
for Mental Health  
Office News*

Welcome! Two new employees have joined CIMH. These CIMH employees are assigned to work for the California Mental Health Planning Council Human Resources Project.

**Christopher Zubiato, MSW:** Chris Zubiato hails most recently from the Santa Clara Valley Health & Hospital System (SCVHHS) Mental Health Administration where he was employed as a Senior Policy & Program Development Specialist, responsible for directing planning and development of Mental Health system wide policy initiatives and projects. Chris was known as “The Implementer” while at Santa Clara County and will have the opportunity to apply these skills with his work for the Planning Council. He brings research, policy and legislative analytical skills, as well as experience supervising mental health programs. With twenty years of experience in mental health, Indian Health Services, and AIDS services, Chris brings a wealth of knowledge to his new position and we are pleased to have him!

**Jin Ho, BA:** Jin Ho brings to her work at the Planning Council an interesting background of business skills, including market research techniques, customer assessment, product development metrics analyses, office management and computer skills. She also has writing and editorial experience and skills. Jin has her BA degree in Japanese Studies and Economics from Wellesley College and has completed graduate coursework studies at the Harvard University Extension School. She also brings multilingual capacity as she is proficient in both the Japanese and Korean languages. Jin is a very welcome addition to our team!

CIMH is pleased to announce that **Phyllis Guerrero, CMP**, has been promoted to the position of Supervisor of Conference Planning. Ms. Guerrero has been employed by CIMH since 1997. She has continued to grow in her knowledge and abilities, astounds us all in her capacity to juggle multiple projects at any given time. Phyllis Guerrero is a major contributor to CIMH. Congratulations, Phyll!

**Roberto Ramos** has completed his Master’s Thesis and has been awarded his MA in Multicultural Education from California State University, Sacramento. This degree complements his B.A. in Human Development from North Park University and Seminary in Chicago, Illinois. CIMH is very proud of Roberto’s accomplishments and his growing education is of great benefit to the agency. Congratulations Roberto Ramos, MA!

### **Exciting Employment Opportunities!**

The CIMH Center for Multicultural Development is actively recruiting a Program Manager, an Evaluation Consultant, and a Resource Development Specialist Consultant for The Center for Multicultural Development/The California Endowment Cultural Competence Training Project. (See page 4)

#### **CIMH Center for Multicultural Development - Program Manager**

The Program Manager will work under the direction of Bob Martinez, the Director of the CIMH Center for Multicultural Development and be responsible for managing the implementation of the Cultural Competence Planning Project; coordinating the collective effort of partner organizations, staff, consultants and advisers; and ensuring that critical tasks are completed and deadlines met. This position offers a unique and timely opportunity to work with systems throughout California identifying and assessing effective culturally competent administrative and clinical practices, and to develop a model for training and technical assistance to assist local mental health systems to implement effective practices.

#### **CIMH Center for Multicultural Development - Evaluation Consultant**

The Evaluation Consultant will be a key member of the Cultural Competence Planning Project team. The Evaluation Consultant will develop the Project’s evaluation plan in collaboration with stakeholders. Evaluation products will include: Periodic assessments of project progress; A report describing the accomplishments of the project and the barriers it encountered; An assessment of the degree to which the implementation of the project reflected the values and principles of cultural competence; An assessment of the value of project findings and prod-



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ucts to CIMH, publicly funding mental health systems, and mental health system stakeholders.

**CIMH Center for Multicultural Development -  
Resource Development Consultant**

The Resource Development Consultant will assist the CIMH Center for Multicultural Development acquire the resources to implement the training and technical assistance recommendations generated by the Cultural Competence Planning Project. The Center seeks funding from a mix of public, private, and philanthropic sources and intends to develop revenue generating products and services. The selected consultant will assist the Center to develop a long range business plan, evaluate various revenue options, identify and establish contact with a wide range of funding resources, and work with the Center on proposal writing and other fund seeking strategies.

If you have any questions or would like to apply for any of these positions, please visit the "Jobs" section of our website at <http://www.cimh.org> or contact Tony Armstrong at (916) 556-3480, ext. 100.

## How to Contact Us



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