

**COUNTY OF LOS ANGELES – DEPARTMENT OF MENTAL HEALTH**

**F A C T   S H E E T**

**APPROVAL TO ENTER INTO NEW CONSULTANT SERVICES AGREEMENTS  
WITH HATHAWAY-SYCAMORES CHILD AND FAMILY SERVICES, SPECIAL  
SERVICE FOR GROUPS, AND LATINO BEHAVIORAL HEALTH INSTITUTE TO  
IMPLEMENT A HEALTH PROMOTERS OUTREACH PROGRAM FOR LATINOS  
(ALL SUPERVISORIAL DISTRICTS)  
(3 VOTES)**

**SUBJECT**

Request approval to award three Consultant Services Agreements to develop and implement a mental health training and outreach program for Promotores de Salud (Health Promoters) to serve the Latino population in Service Areas IV and VI.

**REQUEST**

Approve and authorize the Director of Mental Health, or his designee, to prepare, sign, and execute three Consultant Services Agreements with Hathaway-Sycamores Child and Family Services, Special Service for Groups, and Latino Behavioral Health Institute, for each agency to develop and implement a mental health training and outreach program for six Promotores de Salud to perform specialized mental health work with the Latino Under-Represented Ethnic Populations (UREP) in Service Areas (SAs) IV and VI. The term of the Agreements will be effective upon Board approval through December 31, 2012. The Total Contract Amount (TCA) for each Agreement is \$220,000, fully-funded with Mental Health Services Act (MHSA) Community Services and Supports (CSS).

Delegate authority to the Director of Mental Health, or his designee, to prepare, sign, and execute future amendments to the Agreements and establish as a new TCA the aggregate of the original Agreements and all amendments provided that: 1) the County's total payments to each Contractor under the Agreements for each Fiscal Year (FY) does not exceed an increase of 20 percent from the applicable Board-approved TCA; 2) any such increase will be used to provide additional services or to reflect program and/or policy changes; 3) your Board has appropriated sufficient funds for all changes; 4) approval of County Counsel, or designee, is obtained prior to such amendment; 5) the parties may, by written amendment, mutually agree to reduce programs, services or extend the term of the Agreements; and 6) the Director of Mental Health notifies your Board and the Chief Executive Officer (CEO) of Agreement changes in writing within 30 days after execution of each amendment.

## **PURPOSE/JUSTIFICATION**

Board approval of the recommended actions will allow the Department of Mental Health (DMH) to enter into Agreements with Hathaway-Sycamores Child and Family Services, Special Service for Groups, and Latino Behavioral Health Institute to develop and implement culturally competent mental health training curriculums for recruiting and training 18 Promotores de Salud to perform specialized mental health work with the Latino UREP in SAs IV and VI.

The California Department of Mental Health and the delegates to the Los Angeles County MHSAs planning process are committed to address disparities in access to services by ethnic and racial groups that include a commitment to building a culturally competent system, a system that respects and builds upon the strengths and capacities of different communities. According to the U.S. Census 2000 statistics, Latinos represent approximately 32 percent of the population in California and account for 47 percent of the population in the County of Los Angeles. Nonetheless, this sizable ethnic group only reached a penetration rate of 21.5 percent at DMH for FY 2008-09. The literature on disparities consistently identifies lack of knowledge about mental health conditions and services; location, availability, affordability and appropriateness of services; and stigma as the main reasons for service underutilization by Latinos.

With the implementation of this project, DMH expects to increase the capacity of the public mental health system to deliver best practice recovery-oriented services to the Latino population through outreach, engagement, linkage, and self-help services. The Promotores de Salud will outreach to the Latino community and build partnerships between mental health providers and community-based organizations such as faith-based organizations, community groups, and human service agencies in the identified service areas. The outreach will emphasize on mental health stigma reduction, the benefits of early intervention, the necessity of familial support for recovery, and available resources. Additionally, Promotores de Salud will establish Spanish-speaking self-help groups that embrace diverse methodologies, including the Wellness Recovery Action Plan.

## **BACKGROUND**

One of the cornerstones of MHSAs is to empower UREP communities. It aims to expand services to include culturally and linguistically competent approaches to Latino communities that have been marginalized by the mental health system and to increase their access to mental health services.

During the planning phase of MHSAs, a UREP Workgroup, consisting of 56 culturally diverse mental health professionals/providers, community leaders, client advocates, parent/family advocates, DMH employees and peers was created to develop implementation recommendations for DMH. As a result, five UREP Committees,

African/African-American, American-Indian, Asian/Pacific Islander, Eastern-European/Middle-Eastern, and Latino groups were formed in September 2007. Each of the Committees is co-chaired by a DMH staff liaison and a community-based representative, which have been elected by each of the respective committees. The Latino UREP community recommended the development of the Promotores de Salud project to increase access for the Latino communities.

The Agreement format has been approved as to form by County Counsel. The CEO has reviewed the proposed actions. Administrative staff of DMH will administer and supervise the Agreements, evaluate the program to ensure that quality services are being provided to clients, and ensure that agreement provisions and Departmental policies are followed.

### **CONTRACTING PROCESS**

On March 10, 2010, DMH issued MHPA Request for Services (RFS) No. 16 to identify qualified agencies that can develop and implement culturally competent mental health training for six Promotores de Salud. DMH announced the release of the RFS by mailing letters along with a compact disc to agencies on the Department's MHPA Master Agreement List. Thirteen agencies attended the mandatory Proposers' Conference on March 25, 2010 and seven submitted proposals by the deadline on April 27, 2010.

The Evaluation Committee, comprised of five evaluators and a facilitator, convened on June 24, June 30, and July 6, 2010 to evaluate and score the program components of the proposals on a standard evaluation tool. The Department's Executive Management Team reviewed the Evaluation Committee's finalized evaluation ratings and approved to recommend to your Board the award of three agencies (Hathaway-Sycamores Child and Family Services, Special Service for Groups, and Latino Behavioral Health Institute). The following reasons have been provided for awarding the highest rated agencies:

- The top three proposals presented strong curriculums, experience, and training strategies;
- Each of the top three proposals identified different collaborative partners with which to work;
- Each proposal has a different administrative and supervisory plan and structure
- Promotores de Salud has proven to be very effective in the outreach and engagement of Latinos in Health Services and is a national model that will be part of Health Care Reform;
- The point differential among the top three proposals and between the third and fourth proposals was enough to award the top three and not the fourth proposal; and

- Funding all three agencies will provide an opportunity to learn and compare across three different training models in preparation for Health Care Reform; DMH administrative staff will follow-up with the three awarded agencies via quarterly evaluations. Evaluations will include quantitative and qualitative data collected from the three agencies which will include but are not limited to client surveys, attendance and sign-in sheets, performance evaluations for each Promotor, outreach and engagement activities, etc.

After notification of the RFS results, one debriefing was requested by an agency. Following the requested debriefing, the agency was further presented an opportunity to pursue a Proposer Contractor Selection Review. However, the Department did not receive a response from the agency by the timeframe specified for this next step.

Board approval of the proposed actions will expand services to include culturally and linguistically competent approaches to Latino communities that have been historically marginalized by the mental health system and to increase their access to mental health services. In addition, community-based effective practices will be identified and integrated into the existing repertoire of best practices approaches.

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