

Health Equity Initiatives

In 2007, the Mental Health Services Act provided funding to continue to support the burgeoning efforts of staff to address racial, ethnic, and cultural disparities within BHRIS.

Health Equity activities include: educational resources (translated in different languages); facilitated trainings, dialogue on culturally responsive practices, workshops and support groups; networking opportunities and community outreach.

Participation is welcome to all who are passionate about embracing diversity and advancing equity. We are looking for more consumers, family members and community stakeholders! See the contact list on the back panel. Learn more about the Health Equity Initiatives at www.smchealth.org/HEI.



Contact Us

Office of Diversity & Equity

www.smchealth.org/ODE

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BHRIS Cultural Competence Council

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SAN MATEO COUNTY
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Office of Diversity and Equity



*The choices we make are
shaped by the choices we have.*

Unnatural Causes: Is Inequality Making Us Sick?



SAN MATEO COUNTY
BEHAVIORAL HEALTH &
RECOVERY SERVICES

Office of Diversity and Equity



Over the past years, an organizational shift occurred, integrating cultural competence as a key strategy to provide the highest quality of care to Behavioral Health and Recovery Services (BHRS) clients/consumers.

The Shift

The Office of Diversity and Equity (ODE) is dedicated to promoting cultural competence and addressing health inequities. ODE was established within Behavioral Health and Recovery Services in 2009 as an information and resource hub for data sharing, training, dialogue and collaboration. ODE addresses health inequity using the “fish framework” (visit www.smchealth.org/ODE for more information).

In addition, ODE provides oversight to the Cultural Competence Council and the Health Equity Initiatives.

Our Values

- Cultural Competence and Cultural Humility.
- Shared and multicultural leadership.
- Building bridges and sustainability of partnerships.
- Forward and out of the box thinking.
- Advocacy and building community capacity.
- Use of data to determine outcomes.

Cultural Competence

How We Can Support You

- Consultation and technical assistance
- Training and facilitation
- Strategic planning and program development
- Coordination of resources

Current Projects

- **California Brief Multicultural Competence Scale Training** - provides information, skills and resources to enhance one’s knowledge and multicultural competence to benefit diverse clients.
- **Photovoice** - a community-based research method where participants highlight an important social issue that impacts their everyday lives using photos and a narrative.
- **Digital Storytelling** - a first person video narrative, created by combining recorded voice, still and moving images, and music or other sounds, used to document a life experience, idea, or feeling.
- **Mental Health First Aid Course** - a 12 hour public education program designed to help the public identify, understand, and respond to signs of mental illness and substance use disorders.

Cultural Humility

Culture can be defined in many ways. At BHRS, we believe culture goes beyond racial, ethnic, linguistic and gender characteristics, and includes a system of values, attitudes and beliefs that shape and influence perceptions and behaviors, individually or collectively.

Cultural Competence facilitates improved client outcomes through more efficient treatment and care, decreased errors (misdiagnosis), better client-provider communications, an increased level of comfort between clients and providers, and a greater likelihood that clients will follow their treatment plan. Cultural competence also enhances the overall working environment for staff which results in better customer service.

Cultural Humility is a philosophy that goes beyond striving for cultural competence. It is engaging in a lifelong commitment of self-evaluation and self-inventory, establishing a respectful relationship with others through an attitude of openness and curiosity.

Cultural Competence Council (CCC)

The CCC is a guiding body with the passionate vision of embracing diversity, eliminating health disparities and advancing equity. Their goal is to coordinate, inform, support, advocate and consult with BHRS and its communities.

The CCC meets every first Friday of the month from 11:00 am - 12:30 pm.

