

SPF Step**Opportunities to Integrate Cultural Competence****Assessment**

- ◆ Take steps to identify those sub-populations who are vulnerable to behavioral health disparities and the disparities that they experience.
- ◆ Identify data gaps and take efforts to fill them.
- ◆ Develop plans to share and solicit input about assessment findings with members of these sub-populations, and describe these findings using terms and phrases that are devoid of jargon.

Capacity

- ◆ Build the knowledge, resources, and readiness of prevention practitioners and community members to address disparities, as well as to provide culturally and linguistically appropriate services.
- ◆ Make sure that practitioners understand the role of cultural competence in their work, overall, and the unique needs of those sub-populations experiencing disparities.
- ◆ Develop new partnerships that will help engage members of these groups in prevention planning efforts.

Planning

- ◆ Make community representation in the planning process a priority.
- ◆ Involve members of the focus population as active participants and decision-makers.
- ◆ Identify and prioritize factors associated with disparities.
- ◆ Develop logic models that include a reduction in health disparities as a long-term outcome.
- ◆ Incorporate effective prevention programs and practices that have been developed for and evaluated with an audience similar to the focus population.
- ◆ If and when misunderstandings arise, be persistent in keeping communication lines open.

Implementation

- ◆ Implement prevention programs that target populations experiencing behavioral health disparities.
- ◆ Involve members of these groups in the design and delivery of those programs.
- ◆ Understand that people may choose to participate in different ways and that they may also have different learning styles.
- ◆ Adapt and/or tailor evidence-based practices to be more culturally relevant. For example, create an in-person version of a training that was originally designed to be delivered virtually so that it is accessible to audiences with limited online access.

Evaluation

- ◆ Conduct process and outcome evaluations to demonstrate whether selected programs and practices are having the intended impact on identified disparities.
- ◆ Track all adaptations.
- ◆ Allocate the evaluation resources needed to learn whether the interventions you selected are having the intended impact on the behavioral health disparities you are hoping to reduce.
- ◆ Conduct follow-up interviews with program participants to better understand program evaluation findings.

Sustainability (Guiding Principle)

- ◆ Engage partners who represent and work with sub-populations experiencing behavioral health disparities in your sustainability planning efforts.
- ◆ Sustain processes that have successfully engaged members of these populations.
- ◆ Sustain programs that produce positive outcomes for these populations.