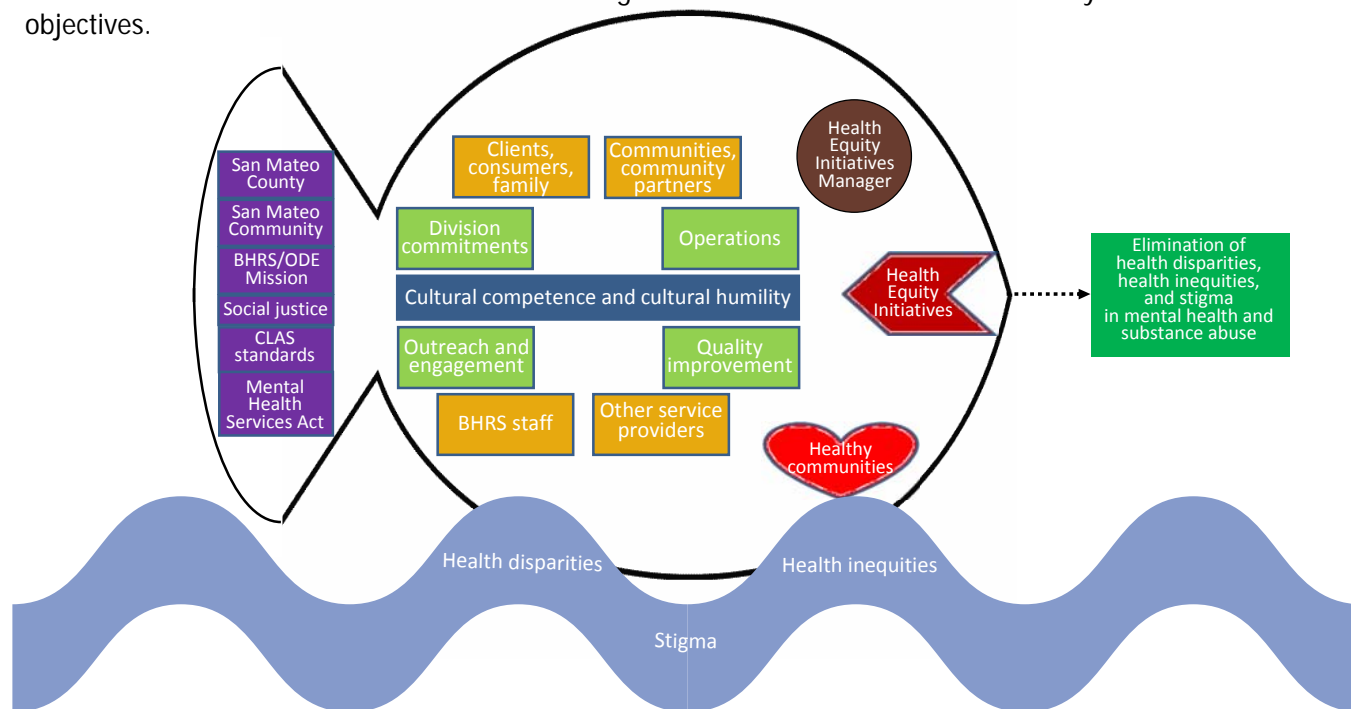


ODE's Framework

Rooted in a Japanese diagram *Ishikawa*, ODE's fish framework comprises elements and metaphors. This framework was adapted from the BHRS fish framework, which was developed through multiple discussions within the BHRS Cultural Competence Council about how to best meet the needs of San Mateo's diverse communities. The fish, a growing and evolving being, represents ODE's evolving and ever-adaptable approach to meet the goal of eliminating health disparities, health inequities, and stigma in mental health and substance abuse. ODE uses the fish framework as a tool to guide its activities in order to continually strive to meet its objectives.



- The fins of the tail are the drivers of the fish. They propel ODE along on its path. These include San Mateo County, the San Mateo Community, BHRS/ODE's mission and values, social justice, Culturally and Linguistically Appropriate Services (CLAS) Standards, and the Mental Health Services Act.

- The backbone of the fish is cultural competence and cultural humility. These concepts hold the fish together, and are the basis for all of ODE's work.

- There are two types of main lifelines or organs of the fish. The first type represents the groups that ODE works with, including clients, consumers, family members, communities, community partners, BHRS staff, and other service providers.

- The second type of organs represent ODE's activities, including Division commitments, operations and staff, outreach and engagement, and quality improvement.

- The eye of the fish is the Health Equity Initiatives Manager, who provides the vision and oversight of the rest of the fish's body.

- At the core or heart of the fish are healthy communities.

- The mouth of the fish is the means by which it receives its nourishment. The Health Equity Initiatives that developed through staff and community collaboration and advocacy efforts provide numerous opportunities to network, dialogue, and influence system changes and practice.

- Metaphorically, the fish is swimming upstream in waters filled health disparities, health inequities, and stigma.

- Success is realized when the goal of eliminating health disparities, health inequities, and stigma for mental health and substance abuse is attained for the San Mateo community.