



# SAN MATEO COUNTY HEALTH BEHAVIORAL HEALTH & RECOVERY SERVICES

San Mateo County Behavioral Health and Recovery Services  
Office of Diversity and Equity (ODE)  
Workforce Education and Training (WET)

## Cultural Stipend Internship Program 2021-2022

### Application

**This application is due June 14, 2021**

We award several Cultural Stipends to trainees and interns who are providing mental health and alcohol and other drug services within our Older Adult, Adult, and Youth systems of care, or interns who are providing coordination and logistical support in the Office of Diversity and Equity (ODE). The aim of the Cultural Stipend Internship Program (CSIP) is to provide more culturally responsive services to clients and the community. We award stipends based upon the student's ability to add to the cultural humility of services we provide, especially to marginalized populations. Each stipend is up to \$7,000 (before taxes) for a minimum of 20 hours of work per week at contracted clinic/program. Stipends will be pro-rated.

The following are the priorities that will be followed when awarding stipends.

#### A. Language and Culture

Highest priority is given to applicants who are bilingual\* and/or bicultural and whose cultural background and experience is similar to the clients he or she will serve or to an identified underserved population in the community for whom we would like to have more outreach.

#### B. Services to marginalized populations:

It is also a priority to award stipends to students who have personal or previous experience serving marginalized populations. Because our system is constantly devising new programs to serve the underserved, a list of such populations is difficult to assemble and will change from time to time. Examples of such marginalized populations might include:

- Gay/lesbian/bisexual/transgender/queer/intersex/two-spirit or gender-nonconforming clients
- Individuals or family members of individuals with lived experience in alcohol and other drug use and/or mental health conditions
- Individuals with physical disabilities
- Individuals with criminal justice involvement

#### C. Interest in and willingness to grow into practicing cultural humility:

Notes:

\* "Bilingual" is defined as having proficient skills to conduct a therapy session in the non-English language.

A cultural humility approach involves active, ongoing individual and institutional engagement with individuals and defined populations on the content and meaning of culture, power, privilege and difference. It invites each institution to participate with its stakeholders and leaders at all levels. The cultural humility framework deliberately focuses learning on interactions between people within their context, recognition of power imbalances between those interacting, and the realization that individual experience and expression, for institution, provider, and client, redefine what culture means in each interaction. Priority is given to applicants who have practiced cultural humility.

D. Willingness and ability to complete a project that serves the community.

Examples may include:

- i. Survey/questionnaire (May require IRB Approval)
- ii. Focus group (May require IRB Approval)
- iii. Workshop/Program
- iv. Development and delivery of a training for providers and/or community members
- v. Material development based on research
- vi. Digital Story Telling
- vii. Photovoice
- viii. Monthly Community Newsletter
- ix. Therapy group or healing circle

**Cultural Stipend Internship Program Application**

<b>Applicant Name:</b>		
<b>Telephone Number:</b>		
<b>E-mail Address:</b>		
<b>Site Placement:</b>		
<b>Contact Supervisor:</b>		
<b>Hours:</b>		
<b>College/ University:</b>	<b>School Year:</b>	<b>Major/Minor:</b>
<b>List work and school time commitments:</b>		
<p><b>Are you receiving another Mental Health Services Act stipend?</b>  <i>Applicants may not be eligible for Cultural Stipend, if receiving a stipend from another source (e.g. Cal SWEC stipend award). Applicants are required to submit this information with application.</i></p>	<p align="center"><b>No</b></p> <p align="center"><b>Yes</b> (if yes please explain):</p>	

**Please describe below the ways in which you would add to our systems' efforts to be culturally responsive and humble. Also, please answer the questions completely.**

1. Language skills and level of proficiency: Please specify any languages you speak and your degree of linguistic competence.

2. Culture and cultural identities: Please describe the culture(s) you identify with and how your cultural background adds to your abilities and understanding as a clinician or service provider.

3. Marginalized population with which you identify and/or have experience: Please describe any marginalized population with which you have personal or professional experience and how this experience adds to your work with clients.

4. Special interests and skills: Please identify and describe in detail any special interests and skills that add to your ability to serve clients with cultural humility.

5. Previous work example: Please describe in detail a past effort, activity, or project you were involved with, and how you incorporated cultural competency and/or cultural humility into your work.

Cultural stipends are awarded in anticipation of awardee's contributions to help BHRS improve its cultural humility and inclusion efforts. If awarded a cultural stipend, the following basic obligations will be required of the awardee.

**Please initial** below to indicate your agreement to fulfilling these obligations if granted the stipend:

1. \_\_\_\_ Two of awardee's weekly clinic hours will be dedicated to CSIP requirements and obligations including: attending monthly Health Equity Initiative meeting and Final Project/Paper development, and other CSIP requirements.
2. \_\_\_\_ Awardees must attend specific cultural stipend-related trainings throughout the year as described by ODE.
3. \_\_\_\_ At the end of the internship, awardees will be expected to complete and present on a cultural humility related project to BHRS staff and the Community Program Specialist.
4. \_\_\_\_ **Stipend awardees are required to attend the mandatory Intern/Trainee Orientation September 9<sup>th</sup> and 10<sup>th</sup> 2021 for review of the stipend obligations.** (Information on the orientation meeting will be provided in July. Please save the dates. )

Please **rank your preference**, (with 1 being 1<sup>st</sup> choice and 9 being last choice) for which Health Equity Initiative (HEI) you are interested in working with throughout the duration of your internship. Interns are required to attend the HEI monthly meeting, and do their CSIP Final Project with their HEI.

African American Community Initiative (2<sup>nd</sup> Tuesday of each month, 10:30-12n)

Chinese Health Initiative (1<sup>st</sup> Friday of each month, 1:30-3pm)

Diversity and Equity Council (1<sup>st</sup> Friday of each month, 11:00am-12:30pm)

Filipino Mental Health Initiative (3<sup>rd</sup> Thursday of each month, 3:30-5pm)

Latino Collaborative (4<sup>th</sup> Tuesday of each month, 3:30-5pm)

Native and Indigenous Peoples Initiative (3<sup>rd</sup> Thursday of each month, 8:30-10am)

Pacific Islander Initiative (1<sup>st</sup> Tuesday of each month, 11:00am-1:00pm)

PRIDE Initiative (2<sup>nd</sup> Wednesday of each month, 4:30-6pm)

Spirituality Initiative (2<sup>nd</sup> Tuesday of each month, 12:30-2pm)

To have your application considered, complete this form and email it to the Workforce Education and Training Director, Erica Britton [ebritton@smcgov.org](mailto:ebritton@smcgov.org) no later than June 14, 2021.