



ORGANIZATIONAL CLAS STANDARDS ASSESSMENT

This assessment will serve as the baseline in how well your organization is meeting the Enhanced Culturally and Linguistically Appropriate (CLAS) Standards. It will help you to make decisions and set priorities, while developing your Diversity/Equity/Inclusion Plan.

Please complete the survey with a critical view of your assessment in which your entire organization is aligned with the CLAS Standards.

This tool was adapted and modified from the Culturally Competent Annual Self-Evaluation, County of San Diego, Behavioral Health Services and redesigned for Connecting to Care CLAS purposes.

Name of Organization: _____

Name of Department or program: _____

Type of position you hold:

___ Administrative

___ Clinical

___ Support Services (outreach, case management)

___ Management

___ Other Please specify _____

1. Did your organization have a **health equity plan prior** to the CLAS cohort process?

Yes ___

No ___

Unsure ___

2. Does your organization **currently** have a health equity plan?

Yes ___

No ___

Unsure ___

3. Does your organization have a **CLAS-related or Diversity/Equity/Inclusion workgroup** that currently meets?

Yes ___

No ___

Unsure ___

- a) If yes, What makes this **possible** (e.g., our organizational culture, leadership buy-in, allotted staff time)?
- b) If not, What makes this **challenging** to implement (e.g., our organizational culture, leadership buy-in, allotted staff time)?
4. Is your organization examining **disparities in access to services**?
 Yes _____
 No _____
 Unsure _____
5. Is your organization examining **disparities in health outcomes**?
 Yes _____
 No _____
 Unsure _____

For the following questions, please indicate if your organization has “Met,” “Partially Met,” “Not Met” or “Unsure” criteria mentioned in the following statements.

6. Our **organization has a strategic plan** that advances health equity and improves the quality of our services
 Met _____ Partially Met _____ Not Met _____ Unsure _____
7. Our organization **reflects the diversity** of the individuals we serve (including but not limited to race, ethnicity, gender, age, abilities, sexuality and other)...
- a) At the **leadership** staff level
 Met _____ Partially Met _____ Not Met _____ Unsure _____
- b) At the **frontline staff**
 Met _____ Partially Met _____ Not Met _____ Unsure _____
8. A process is in place to.....
- a) **Recruit employees** who are bi- or multilingual
 Met _____ Partially Met _____ Not Met _____ Unsure _____
- b) Ensure employees who provide language interpretation (spoken and sign) are **competent** in this area
 Met _____ Partially Met _____ Not Met _____ Unsure _____
- c) Provide clients **access to interpretation** services (spoken and sign)
 Met _____ Partially Met _____ Not Met _____ Unsure _____
- d) Provide clients **access to translated written materials** in their preferred language
 Met _____ Partially Met _____ Not Met _____ Unsure _____

e) Ensure **materials are culturally appealing** and easy to understand to clients
Met _____ Partially Met _____ Not Me _____ Unsure _____

9. The organization **provides employees training** on how to work with language interpreters
Met _____ Partially Met _____ Not Me _____ Unsure _____

Note: According to University of Oregon Division of Equity and inclusion; **Cultural Humility** can be defined as “a practice of self-reflection on how one’s own background and the background of others, impact teaching, learning, research, creative activity, engagement, leadership, etc.”

According to CDC NPIN; **Cultural competence** can be defined as “the integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings to increase the quality of services; thereby producing better outcomes.”

10. A process is in place to....
a) **Assess employees'** cultural competence and humility on the job.
Met _____ Partially Met _____ Not Me _____ Unsure _____

b) Provide **training to employees** around cultural competence and humility
Met _____ Partially Met _____ Not Me _____ Unsure _____

11. Our organization **surveys patients/clients** to understand if they perceive staff as inclusive
Met _____ Partially Met _____ Not Me _____ Unsure _____

12. Our organization **conducts outreach** tailored to the populations we serve
Met _____ Partially Met _____ Not Me _____ Unsure _____

13. A process is in place **to include patients'/clients' direct input** when designing and/or evaluating services
Met _____ Partially Met _____ Not Me _____ Unsure _____

14. A process is in place to **evaluate client-level outcomes by demographics** (e.g., race, ethnicity, gender identity, age)
Met _____ Partially Met _____ Not Me _____ Unsure _____

a. If So, Do you **utilize data to evaluate** progress to modify services and supports?
Yes _____
No _____
Unsure _____

15. Our organization **reflects its commitment to cultural and linguistic competence** in its administrative practices (e.g. policies and procedures. mission statement, strategic plan, budgeting practice).
Met _____ Partially Met _____ Not Me _____ Unsure _____

Demographics- Optional

Race

- American Indian or Alaska Native
- African Origin or Black
- European Origin or White
- Asian or Asian American
- Multi-Racial

Ethnicity

- Yes, Hispanic, Latino/a, or of Spanish origin
- No, not Hispanic, Latino/a, or of Spanish origin

Gender

- Male
- Female
- Non-Binary
- Other

Do you identify with the LGBTQIA+ community?

- Yes
- No