

CLAS Standards as a Catalyst for Prevention: A Learning Collaborative

Request for Applications

- Informational Webinar: May 1, 2023, 10 am - 11:30 am
- Application deadline: May 19, 2023, 12 noon EST

Overview

The CLAS Standards as a Catalyst for Prevention: A Learning Collaborative (CLAS Learning Collaborative) will give participants the skills to improve service delivery and integrate culturally responsive strategies into their organizational structures. The CLAS Learning Collaborative presents cultural competence not as a distinct knowledge base but as a framework to incorporate CLAS Standards, leadership development, and process improvement into the inner workings of an organization.

Prevention Action Alliance (PAA) in collaboration with The Great Lakes Prevention Technology Transfer Center (GL PTTC), the Ohio University Voinovich School of Leadership and Public Service (OU-VS), the Ohio Center of Excellence for Behavioral Health Prevention and Promotion (Center) will contribute expertise and high-quality materials through the delivery of a two-day summit and learning collaborative. This approach will allow us to provide extensive, in-depth training beyond basic concepts of cultural competence. In addition to the two-day summit, three coaching webinars will be added so that each organization can get the proper support to implement a CLAS Standards change project effectively.

Our training design will bring in a three-member training team specifically skilled in cross-cultural communication, cultural and worldview elements, community engagement, and process improvement to approach the complexities of holistically integrating cultural and linguistic strategies into organizational culture, policies, and operations.

Training Description

The first training day will take the cohort into a comprehensive analysis of the 15 **National CLAS standards** and all variables to be considered in implementing such standards as a framework in the prevention arena. The comprehensive approach will provide a lens by which to see the framework as a preventive toolkit to affect change in environments that increasingly have become more difficult to navigate. It will be the goal of day one to prepare each team with a comprehensive knowledge base and, strategic overview, and critical thinking toolkit necessary to move from theory into practice while constantly evaluating the process and quality at every turn.

On the second day of training, at the **NIATx Change Leader Academy**, you will help you define a cultural change project that will get you started on your journey toward continuous process improvement. You will use skills gained in the CLAS Learning Collaborative on day one to design products and services while simultaneously applying the National CLAS Standards to your every effort. The NIATx model will support your endeavor by providing tools and personalized, hands-on coaching on how to use all that you have learned through the CLAS Learning Collaborative.

Cost

There is **no fee** for organizations to participate in the CLAS Standards as a Catalyst for Prevention: A Learning Collaborative. A flexible learning stipend of **\$1500** will be provided to all participating organizations.

The Sponsors

- Prevention Action Alliance
- The Great Lakes Prevention Technology Transfer Center
- The Ohio University Voinovich School of Leadership and Public Service
- The Ohio Center of Excellence for Behavioral Health Prevention and Promotion
- The Ohio Department of Mental Health and Addiction Services

Eligibility

The CLAS Learning Collaborative seeks applications from OhioMHAS Prevention Certified organizations. Applicants must be a 501- C (3) or (4) non-profit entity. The following sections of **5122-29-20, Prevention Service**, are provided for reference.

Paragraph G: To be certified, prevention providers must provide at least one of these strategies:

(1) Education: This strategy focuses on the delivery of services to target audiences with the intent of influencing attitude or behavior. It involves two-way communication and is distinguished from information dissemination by the fact that interaction between educator or facilitator and participants is the basis of the activities. Activities influence critical lifeskills and social or emotional learning including, but not limited to, attachment, emotional regulation, empathy, family and social connectedness, decision making, refusal skills, critical analysis, and systematic judgment abilities.

(2) Environmental: This strategy seeks to establish or change standards or policies to influence the incidence and prevalence of behavioral health problems in a population. Activities address family, social, neighborhood, school or community norms and seek to reduce identified risk factors and increase protective factors this is accomplished through media, messaging, policy, and enforcement activities conducted at multiple levels.

Paragraph H: In addition to the strategies in paragraph (G) of this rule, prevention providers must provide at least one of the following strategies to be certified:

(1) Community based process: This strategy focuses on enhancing the ability of the community to provide prevention services through organizing, training, planning, interagency collaboration, coalition building or networking.

(2) Alternatives: This strategy focuses on providing opportunities for positive behavior support as a means of reducing risk taking behavior and reinforcing protective factors. Alternative programs include a wide range of social, cultural and community service or volunteer activities.

(3) Information dissemination: This strategy focuses on building awareness and knowledge of behavioral health and the impact on individuals, families, and communities, as well as the dissemination of information about prevention services. It is characterized by one-way communication from source to audience.

(4) Problem identification and referral: This strategy focuses on referring individuals who are currently involved in primary prevention services and who exhibit behavior that may indicate the need for behavioral health or other assessment. This strategy does not include clinical assessment or treatment for behavioral health. It also does not include SBIRT.

Exclusion Criteria

1. Applications from multi-agency consortiums. This learning collaborative is designed to strengthen cultural competency prevention practices within individual organizations.

Exclusion Criteria Cont.

1. Organizations involved in other major change initiatives must attest to their ability to manage this initiative in addition to other concurrent organizational initiatives.

The Learning Collaborative Process

- Interested organizations will apply to participate.
- The organizations selected will form change management teams comprised of two to four members. Optimally, the team will include change leaders within the organization who demonstrate commitment and desired change in this area.
- All teams will be required to complete a CLAS assessment to have a baseline measurement prior to starting the CLAS Learning Collaborative.
- Change Management Teams from all participating organizations will attend a two-day summit (2 sessions in all), during which they will learn about effective cultural competency theory and practice, as well as strategies for bringing about change in the workforce, community, and client care practices in their respective organizations.
- The participants will receive templates to guide the development of a plan for their organization. The teams will begin selecting their CLAS change project goals and strategies during the summit and will continue the development of their plans after the meeting, in consultation with senior leaders and others in their organizations.
- A combination of all-team coaching sessions and Individual organization coaching sessions will be programmed for the three months after the summit. All teams will participate in three learning collaborative teleconference calls during their implementation phase to share ideas, successes, and challenges with others in the collaborative.
- Throughout the process, the learning collaborative coaches will provide technical assistance by phone and feedback on plans and implementation. This includes a review of each organization's strategic plan prior to implementation.
- At the conclusion of the CLAS Learning Collaborative all of the participating organizations will come together to celebrate and present their respective change project in what we call a 5x5 PowerPoint presentation, five slides in 5 minutes.
- All teams will complete a series of post assessments and surveys about their satisfaction with the learning collaborative, knowledgebase, and CLAS sustainability practices to measure outcomes.

Expected Outcomes

Organizations can expect the following outcomes from participating in the CLAS Learning Collaborative:

1. Increased knowledge among key organization leaders about best practices in CLAS Standards in the prevention field.
2. Identification of CLAS priorities and goals for the organization.
3. Identification and implementation of processes and interventions to improve future cultural adaptation and application.
4. A baseline measurement of relevant cultural variables.
5. Implementation of sustainability strategies to ensure the continuation of cultural and linguistic efforts in the organization.
6. Measurements of change in selected cultural competence variables over time. This may occur during the formal learning collaborative or after, depending on the types of goals and interventions selected.

**Note that improved outcomes in cultural competence in an organizational culture depend on the sustained focus on these issues. This collaborative will assist an organization in implementing the processes and interventions that, over time, can bring about significant changes in its ability to find and keep its new culturally responsive practices. Measurable change in cultural responsiveness may be experienced by organizations during the formal phase of the learning collaborative or during a follow-up phase when the interventions begin to take effect.

Effective CLAS Standard Implementation involves a continuous focus on cultural and linguistic issues rather than brief interventions. The CLAS Learning Collaborative is built on the concept of “continuous cultural and linguistic improvement” just as efforts to improve the quality-of-care focus on “continuous quality improvement.”

Key Dates

Application Phase

Event	Date/Time
Request for Application is released.	April 26, 2023
Informational Webinar Register Here: https://bit.ly/clas_standards_info_webinar_2023	May 1, 2023 10 am - 11:30 am
Application submission deadline - due electronically to fgerbig@preventionactionalliance.org	May 19, 2023 by noon EDT
Applicants notified of selection decision via email	May 26, 2023 by noon EDT

Questions about the RFA should be asked during the webinar. Questions about the application or its submission should be directed to Fran Gerbig at fgerbig@preventionactionalliance.org.

Learning Collaborative Phase for Change Management Team Members

Event	Date/Time	Location
Learning Collaborative Summit Cultural Foundations and Cross-Cultural Communication	June 14-15, 2023 8:30 am - 4:30pm EDT	In Person COhatch Conference Center Columbus, OH
July Coaching Session	July 27 10 am - 11:30 am	Zoom Conference
August Coaching Session	August 30 10 am - 11:30 am	Zoom Conference
September Coaching Session	September 20 10 am - 11:30 am	Zoom Conference
Project Presentation and Celebration	September 27 10 am - 3 pm	In Person

Instructions for Submitting the Application

1. Scan the application and send as a PDF to fgerbig@preventionactionalliance.org. You will receive confirmation that your application has been received.
2. Put the name of the organization in the electronic document name.
3. Submit the application by email to fgerbig@preventionactionalliance.org before **May 19, 2023, by noon EDT**.
4. Enter the words "CLAS as a Catalyst for Prevention" and organization name in the email subject line.
 - If you have questions about the application, contact Fran Gerbig at fgerbig@preventionactionalliance.org.
 - If you have questions about the learning collaborative, contact Alfredo Cerrato at alfredo.cerrato@wisc.edu.
 - Applicants will receive an email reply within 24 business hours confirming receipt of the application. Contact Fran Gerbig at fgerbig@preventionactionalliance.org if a confirmation is not received. **Only applications from those agencies that receive electronic confirmation are considered during the review process.**

Selection Criteria

1. The submitted application is complete.
2. The organization meets the eligibility criteria for participation.
3. Proposed members of the change management team have appropriate roles and positional authority to participate in the learning collaborative and can develop and implement a CLAS Standards organizational change plan.
4. The application demonstrates cultural and linguistic needs that participation in this learning collaborative could address.
5. The application demonstrates the commitment and capacity of the organization to participate in the learning collaborative effectively, as evidenced by support from the CEO/Executive Director, and the absence of conflicting initiatives.

The application deadline is May 19, by noon EDT.

Thank you to our partners!

