



Clínica Esperanza

Workforce Retention &
Culturally Specific
Behavioral Health
Workforce



The Heart of the Issue



- Culturally specific workforce is essential to Oregon's Behavioral Health goals
- Clinicians serve communities most impacted by disparities
- They take on multiple roles beyond traditional clinical care

Systemic Realities

- Unconscious bias affects policies, norms, and expectations.
- Cultural healing practices are often omitted from acknowledged models.
- Barriers in the traditional health care system can hinder people from accessing needed resources





Cultural Healing Practices

- Communities rely on practices like barridas & limpieas
- Support emotional release, balance, and somatic regulation
- System does not recognize or reimburse these modalities

Retention Crisis

- Bilingual/bicultural clinicians leaving faster than recruited
- Heaviest caseloads & most complex cases
- Least structural support and lowest compensation



Impact on Communities



- Loss of trusted providers reduces engagement
- Increased crises and unmet needs
- Greater disparities and service gaps



What Oregon Can Do

- **Recognize culturally rooted interventions**
- **Address structural barriers shaped by bias**
- **Invest in retention-focused funding for cultural providers**
- **Streamline pathways for licensing and supervision**

Amplify Occupational Therapists as mental health providers



Our Commitment

- **We are ready to partner in systemic improvement**
- **We bring community trust and cultural expertise**
- **Together, we can build a system where our workforce thrives**

Clínica Esperanza

Helping our
Community Heal
& Blossom

Social & Emotional Workshops



- Beyond Trauma / Mas Alla del Trauma
- Parent Cafes / Cafe para Padres
- Circle of Security / Circulo de Seguridad
- Explorando Nuestra Salud Mental

Individual & Family Counseling



Our Clínica Esperanza offers culturally and linguistically specific mental health services to the Latine women and families in our community.

We offer Individual and Family Counseling by Qualified Mental Health Professionals, and Case Management and Care Coordination with Qualified Culturally Specific Mental Health Associates.

THANK YOU FOR
PARTNERING WITH US!



clinicaesperanza.care



adelantemujeres.org

