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TINA KOTEK

Behavioral Health Talent Council

Education & Training

Action Plan: Culturally Responsive Services



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- **Talent Assessment Recommendation(s): 8E**
- **Purpose: Strengthen culturally responsive and rural behavioral health services through inclusive workforce development and community-based models.**
- **Focus Area:**
 - Expand culturally specific training pipelines
 - Incentivize rural and multicultural practice
 - Pilot innovative service models
 - Use equity data to guide investments
- **Lead Agencies:**
 - HECC, OHA, Local Workforce Boards, and other training and community partners

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Key Strategies and Actions

Strategy	Action
Identify Service Gaps	Statewide mapping and equity dashboards to inform regional investments
Expand Culturally Specific Workforce Pathways	Training pipelines for bilingual, bicultural, and live-experience professionals
Incentivize Rural & Multicultural Practice	Loan repayment, housing stipends, and rural mentorship networks
Strengthen Innovative Service Models	Mobile clinics, telehealth, and wellness roles in trusted community settings

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Key Outcomes and Goals

Outcomes	Goals
Equitable Access	Expand behavioral health services in rural, frontier and culturally distinct communities through targeted workforce initiatives
Workforce Development	Strengthen recruitment, training, and retention pipelines for bilingual, bicultural, and lived-experience practitioners
Targeted Universalism	Apply shared statewide access goals with community-specific strategies to reduce regional disparities
Sustainable Practice	Coordinate investments to support long-term workforce development, supervision, and safe practice environments

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Equity Opportunities

Equity Opportunity	Description
Community Representation	Engage tribal, peer, and immigrant-refugee providers in workforce planning and service delivery
Culturally Responsive Training	Embed trauma-informed, culturally relevant content into curricula and supervision models
Inclusive Access	Address barriers such as immigration status, broadband access, and supervision flexibility
Federal Alignment	Leverage national equity initiatives to support Oregon's rural and diverse workforce goals

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Implementation Considerations

- **Barriers**
 - Short-term funding and staffing limitations
 - Data fragmentation across agencies
 - Pay disparities for nontraditional providers
 - Limited cross-sector coordination
- **Timeline**
 - 6 to 12 months for most deliverables
 - Ongoing evaluation and refinement