



Office of Governor
TINA KOTEK

Behavioral Health Talent Council

Education & Training

Action Plan: Culturally Responsive Services



Office of Governor
TINA KOTEK

- **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

Action Plan: Culturally Responsive Services



Office of Governor
TINA KOTEK

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 |

Action Plan: Culturally Responsive Services



Office of Governor
TINA KOTEK

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 |

Action Plan: Culturally Responsive Services



Office of Governor
TINA KOTEK

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 |

Action Plan: Culturally Responsive Services



Office of Governor
TINA KOTEK

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