

SOLANO COUNTY HEALTH AND SOCIAL SERVICES
MENTAL HEALTH DIVISION

CULTURAL COMPETENCY WORKING PLAN



JULY 1, 2006 – CURRENT

Patrick Duterte, Director Health & Social Services
Michael Oprendeck, Deputy Director of Mental Health

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CULTURAL COMPETENCE PLAN SOLANO COUNTY

Introduction

There is recognition by the Department of Mental Health, the California Mental Health Directors Association and the Cultural Competence Advisory Committee that cultural competence is a goal toward which professionals, agencies, and systems should strive. The provision of medically necessary specialty mental health services in a culturally competent manner is fundamental in any effort to ensure access and delivery of appropriate services to Medi-Cal beneficiaries.

Solano County Health & Social Services Mental Health Division (Solano County Mental Health) is committed to the provision of culturally and linguistically competent mental health services. The creation of this Cultural Competence Plan has provided us with the opportunity to reflect on our past accomplishments and to renew our commitment to integrating issues of culture and language into every aspect of our service delivery system. This Plan comes at a time of tremendous change as it coincides with the second year of the Mental Health Services Act's (MHSA) funding. This funding is provided by Proposition 63, which approved a 1% tax levy on Californians who make more than one million dollars a year. The vision of MHSA's funding is "*To transform the current mental health system and move towards a state-of-the art **culturally competent** system that promotes recovery and wellness through independence, hope and personal empowerment and resilience. Access will be easier and out-of-home institutional care will be reduced.*" In both planning and implementing MHSA's funding, research, as well as numerous community meetings and focus groups, have provided important information regarding the assurance of culturally competent care throughout the mental health system in Solano County. This plan utilizes those data and commits to working closely with MHSA funding "towards a state-of-the art culturally competent system."

I. DATA, ANALYSIS, AND OBJECTIVES

A. County Geographic and Socio-Economic Profile

1) *Geographical location and attributes of the county and regions*

- a) Main urban and rural centers
- The Census Bureau defines urban clusters as places with at least 2,500 people and urban areas as places with at least 50,000 people. Using this definition, in 2006 four of Solano County's seven incorporated cities are urban clusters and three are urban areas as shown in the tables below.

Table 1: Urban Cluster¹

Urban Cluster	Population
Benicia	27,916
Dixon	17,644
Rio Vista	7,823
Suisun	27,980

Table 2: Urban Area²

Urban Area	Population
Fairfield	105,421
Vacaville	96,489
Vallejo	121,425

- Almost 96% of Solano County residents live in one of the seven cities listed above.
- The Association of Bay Area Governments projected a 40% population increase in Solano County from 1995 to 2005 (*ABAG Projections '96*).
- A smaller slice of ranch/farm land exists between the eastern county's borders of Napa/Solano at the northeast of Vacaville to Dixon and to the northwest bordering agricultural land meeting the Yolo/Sacramento Counties borders.
- Rural areas include land in between the southeastern city of Benicia (bordered by the Carquinez Straights) and Rio Vista - the southwestern city (bordered by the Sacramento Delta/River) and land to the northeastern city of Dixon.
- Travis Air Force Base (TAFB) is situated on approximately 6,383 acres located east of Fairfield (TAFB Website).

¹ US Census Bureau: Census 2000

² US Census Bureau: Census 2000

- California State Prison (CSP) Solano and the adjacent penal medical facility cover 146 acres and are located in Vacaville (CSP Website).

Solano County Mental Health Regions

For reporting purposes the seven major cities (again, where almost 96% of Solano County's population reside) were divided into two regions:

- South Region**- the cities of Benicia, and Vallejo, and
- North Region**- the cities of Dixon, Fairfield, Rio Vista, Suisun City, and Vacaville.

Table 3: Solano County Land Area and Population-2007³

South	Square Miles	Population
Benicia	14	27,916
Vallejo	65	121,425
Regional Total	79	149,341
North		
Dixon	5	17,644
Fairfield	33	105,421
Rio Vista	4	7,823
Suisun City	4	27,980
Vacaville	21	96,489
Regional Total	67	255,357
Unincorporated	761	19,560
TOTAL LAND AREA	907	424,258

b) Terrain and Distances

- Solano County covers 907 square miles and is located in the Northeastern section of the nine-county areas referred to as the San Francisco Bay Area.
- Of the 907 square miles, 146 square miles are urban (County of Solano: Facts & Figures 2005).
- A majority of the county lies in the fertile Sacramento Valley, and while the overall terrain is predominately flat, there are rolling hills to the east and west.
- Including the unincorporated area, there are about 465 people per square mile, compared to the state average of 217 people per square mile (US Census Bureau).
- Solano County shares its borders with four counties: Napa, Contra Costa, Yolo and Sacramento.

³ County of Solano, California: Facts & Figures 2005 & County Department of Environmental Management.

c) Main transportation routes and availability of public transportation

Five of the county's seven cities are bisected by Interstates 80 and 680, the main transportation routes linking Sacramento and San Francisco. The county is also served by several other highways, including Interstates 780, 680 and 505 and State Highways 12, 37, and 113. Despite the major Interstates and highways, transportation is a significant challenge for the county. Each city in the county has an independent public transit system. While there are links among some of the systems, it takes significant time to travel among cities and hours of operation are predominately limited to daytime and early evening Monday through Friday. In recognizing that transportation is a major barrier to access, Solano County Health & Social Services' planners lobbied and advocated for public transportation to and from the H&SS Center located in Fairfield. Beginning in 2003, the bus company relocated routes to/from this main service center. However, the increasingly congested transportation routes between cities, the rapid growth of the area, and the fragmented public transportation system all pose serious physical barriers to the accessibility of culturally appropriate services, especially for low-income and youth populations.

In 2000, 43 % of the County's workforce worked outside of the county. The mean commute time for workers in 2000 was 32 minutes, within the average one-way commute of 25 miles (Bay Area Census 2000).

The Solano Transportation Authority (STA) in cooperation with Solano County and the cities of Fairfield, Vacaville, and Suisun has identified priorities for transportation growth in their respective corridors. The Jepson Parkway will provide opportunities for bus, rail transit, bicycle and pedestrian travel among these growing cities.

Main Transportation:

- Bus Routes & Services
- Benicia Transit
- Dixon Redi-Ride – door to door services – not routine
- Fairfield / Suisun Transit Systems
- Greyhound Bus Lines in Suisun, Vacaville, Vallejo
- Rio Vista Transit
- Carpool / Vanpool lots in each major city
- Vacaville City Coach
- Vallejo Transit
- The STA hosts a website with additional information about bicycle trails, maps of bus routes, ride sharing and local airport as well as Solano Napa Commuter Information (SNCI). Computer access is available at all public libraries.

Train, Ferry and Bike Alternatives:

- Amtrak Capitol Corridor with service to/from Sacramento/Davis/Martinez/SF Bay Area & California.
- Vallejo Bay Link Ferry with service to/from San Francisco, Sausalito, Angel Island (recreation area).
- Solano – Yolo Bike links Map, Benicia Bicycle Club, Solano Bicycle Classic and other SF Bay Area bike links.

Airports:

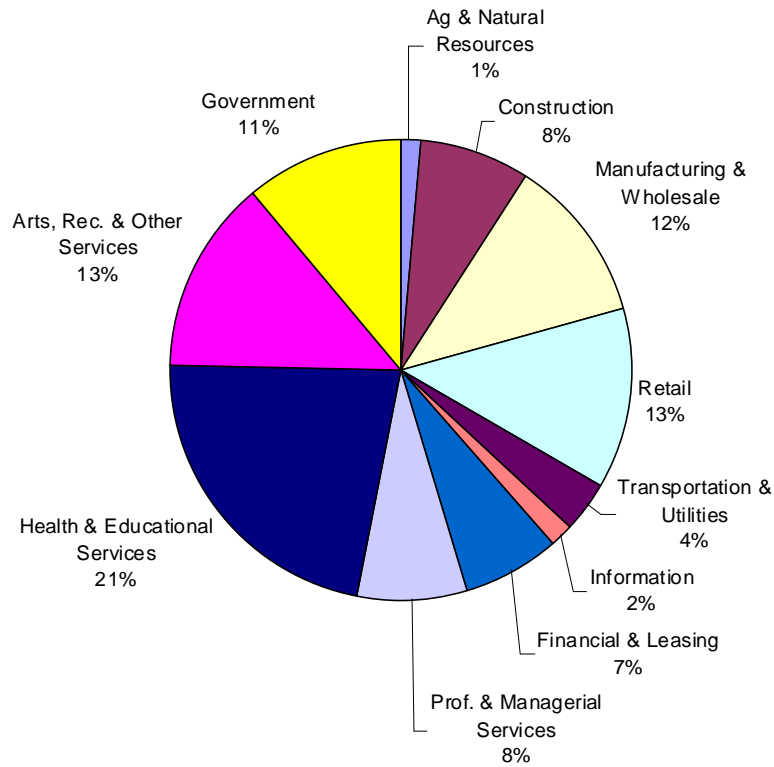
- Nut Tree Airport Vacaville
- Rio Vista Airport
- Travis Air Force Base (no commercial traffic)

Limited public transportation to and from the rural areas (northeast & southeast) creates major barriers to services for people in Dixon, Rio Vista and other unincorporated areas.

2) Socioeconomic characteristics of the county

a) Primary Economic Support ⁴

TABLE 4: COUNTY OF SOLANO EMPLOYMENT-2006



	# of Jobs
Agriculture & Natural Resources	2,010
Construction	11,560
Manufacturing & Wholesale	17,200
Retail	18,750
Transportation & Utilities	5,530
Information	2,300
Financial & Leasing	10,130
Professional & Managerial Services	11,380
Health & Educational Services	33,190
Arts, Recreation & Other Services	19,890
Government	16,700
Total	148,640

⁴ County of Solano, California: 2007 Facts & Figures

- Solano County's government as a whole is the county's third largest employer after Travis Air Force Base and the Fairfield-Suisun Unified School District.
- Travis Air Force Base in Fairfield has 14,353 employees from multiple ethnic groups (TAFB Website).
- California State Prison Solano has 775 custody staff, 380 support services staff and 153 medical staff for a total of 1,308 employees with an annual operating budget of \$158.4 million (CSP Website).
- Agriculture is diversified with approximately 70 different commodities including fruits, nuts, vegetables, grains, seed, nursery stock and livestock.
- Walnuts continue to be the fastest expanding crop in terms of newly planted acres.
- Solano County is in the top five California counties for the production of sheep and lambs, corn, grain, and Sudan grass hay (County of Solano, California: 2007 Facts & Figures).
- Solano County is projected to have a 68% employment increase between 1995 and 2015 (ABAG Projections Summary 1996).

Regions/Sub-Region Areas

- In 1997, 81% of all farm workers were foreign-born, 77% of whom were Mexican-born and 61% of whom had incomes below the poverty level (National Agricultural Workers Survey, US Dept of Labor, March 2000). In the United States, 70% of the agricultural-worker population does not have health insurance (National Center for Farm worker Health, 1999). The majority of agricultural workers in Solano County live in the northwest rural farming town of Dixon.

b) Average Income Levels

Table 5: Estimated Median Household Income in 2004 by City, Region, County and State⁵

	South Region		North Region				County	State	
	Benicia	Vallejo	Dixon	Fairfield	Rio Vista	Suisun City	Vacaville	Solano	CA
Asian/Pacific Islander	\$72,708	\$68,392	\$43,393	\$54,955	N/A	\$62,356	\$61,942	\$64,569	\$55,366
Black/African American	\$60,203	\$44,450	N/A	\$47,081	N/A	\$62,107	\$61,356	\$47,830	\$34,956
Latino/Hispanic	\$70,000	\$46,608	\$46,250	\$42,074	\$35,324	\$60,321	\$47,243	\$46,668	\$36,532
White/Caucasian	\$68,365	\$46,974	\$54,545	\$52,298	\$44,627	\$59,223	\$58,602	\$55,472	\$51,279
TOTAL	\$271,276	\$206,424	\$144,188	\$196,408	\$79,951	\$244,007	\$229,143	\$214,539	\$178,133

- The median household income of Solano County in 2004 was \$57,728 compared to the statewide median of \$49,894. (U.S. Census Bureau)

⁵ US Census Bureau: Census 2000

- Solano County has 10.8% of families living below the poverty level compared to 13.1% statewide. (Poverty rate based on American Community Survey 2006- extrapolated from 2000 Census for Benicia. Rate applied to 2006 California DOF population estimates).
- The county has an 85.8% rate of persons completing high school. This is 9% higher than the statewide average (U.S. Census Bureau).
- All of the North Region cities have lower household incomes than either of the two South Region cities.

Regions/Sub-Region Areas

- The city of Benicia (population 27,050) in the South Region has a 20% higher household income than the overall county. Over 90% of Benicia residents are high school graduates and well over a third has a Bachelor’s Degree or higher. The Hispanic population of Benicia is 9%. In contrast, the northern rural farming town of Dixon has 33% Hispanic population, the highest concentration of migrant workers, the lowest per capita income in the county and the lowest percentage of school graduates (U.S. Census Bureau).

c) Welfare Caseload

Table 6: Solano County Residents Utilizing Public Assistance – FY 2006-2007

Area:	Medi-Cal Beneficiaries ⁶		Medi-Cal Clients of Solano Pop	Welfare to Work Cases ⁷	IHSS & Protective Services Cases	Cal—WORKS ⁸
	#	%	%	#	#	#
Solano County	57,120	100.0	13.5%	2,026	1,286	13,091
Regions:						
North	34,550	60.4%	8.2%	1,640	876	7,331
South	22,570	39.5%	5.4%	206	220	5,720

- 57,120 Solano County residents receive Medi-Cal 13.5% of the county’s population.
- There are 2,026 people on Welfare-to-Work (a subset of Medi-Cal)- 0.5% of the county’s population.
- In Solano County there are 13,091 residents receiving CalWORKs (also a subset of Medi-Cal)- 3.1% of the county’s residents.

Regions/Sub-Region Areas

- There are significantly more people on Welfare-to-Work in the north than in the south, 1640 and 206, respectively.
- Conversely, there are 1% more residents with CalWORKs in the south than the north, 2.9% and 3.9%, respectively.

⁶ Solano County Department of Social Services

⁷ Solano County Department of Social Services

⁸ Employment Development Department, Probation Caseload Management System (PCMS)

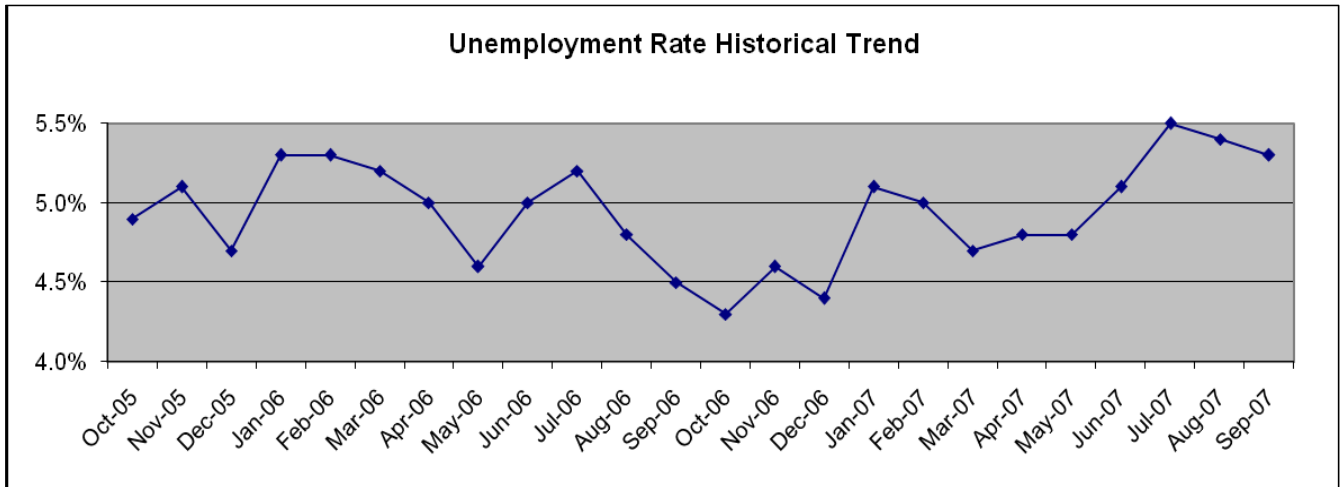
d) Employment data

Table 7: Unemployment Rate by City and Region

SEPTEMBER 2007				
Area Name	Labor Force	Employed	Unemployed	Rate
SOUTH				
Benicia	17,600	17,000	600	3.3%
Vallejo	65,900	61,500	4,400	4.2%
Regional Total	83,500	78,500	5,000	3.8%
NORTH				
Dixon	9,200	8,800	400	4.2%
Fairfield	50,000	47,100	2,900	5.9%
Rio Vista	2,400	2,300	100	3.9%
Suisun City	15,100	14,300	800	5.5%
Vacaville	47,000	45,200	1,800	3.9%
Regional Total	123,700	117,700	6,000	4.7%
Solano County	207,200	196,200	11,000	5%
California				
	18,297,300	17,310,500	986,800	5.4%

- The more heavily commuter cities of Benicia and Vallejo in the South Region have significantly less unemployment than the county or state.
- The North Region cities of Fairfield and Suisun City have 5.9% and 5.5% unemployment rates, respectively. These are 0.9% and 0.5% higher than the county's unemployment average of 5.0% and 0.5% and 0.1% higher than the state average of 5.4%.
- As noted above, Solano County's unemployment rate is 5.0% whereas the state's unemployment rate is 5.4%

Table 8: Unemployment Rate Historical Trend⁹



- Unemployment in Solano County has remained at or under 5.5% since at least October 2005.

3) Other relevant county/regional characteristics

Table 9: Ethnicity of Children in Foster Care – October 2007¹⁰:

Race/Ethnicity	# of Solano County's Children in Foster Care	% of Children in Foster Care by Ethnicity	% of Solano County's Population by Ethnicity
Am Indian/Alaska Native	11	2.0%	1.4%
Asian/Pacific Islander	19	3.5%	15.6%
Black/African American	219	40.9%	16.2%
Hispanic	98	18.4%	22.2%
White/Caucasian	189	35.2%	40.6%

- American Indians represent 2.0% of the foster care population and 1.4% of the county's population a slight over-representation of 0.6%. However, the sample size is very low and the rate is unstable.
- Asian Americans represent 3.5% of children in foster care and 15.6% of the county's population a significant under-representation of 12.1%.
- African Americans represent 40.9% of the foster care population and 16.2% of the county's population a significant over-representation of 24.7%.
- Hispanics represent 18.1% of the foster care population and 22.2% of the county's population—an over-representation of 4.1%.
- Caucasians make up 35.0% of the foster care population and represent 40.6% of the general county population an under-representation of 5.4%.

⁹ California Employment Development Department

¹⁰ Child Welfare Services Database: Safe Measures

Table 10: Poverty Rate by Region, County and State¹¹

POVERTY				
	SOUTH	NORTH	COUNTY	STATE
Total Population 2006	148,544	253,493	421,657	36,457,549
Percent Below Poverty	14.0%	9.0%	10.8%	13.1%
Percent Below 150% of Poverty	21.0%	16.1%	17.9%	22.8%
Percent Below 200% of Poverty	30.0%	24.1%	26.2%	32.1%
Number Below Poverty	20,796	22,814	45,539	4,775,938
Below 150% of Poverty	31,194	40,812	75,477	8,312,321
Below 200% of Poverty	44,563	61,092	110,474	11,702,873

- Poverty rates in the South Region are similar to the state while the North Region experiences less poverty than the county or state average.
- There are 5% more residents living below the federal poverty level in the South Region than the North Region. However, there is less unemployment in the South than the North Region.

¹¹ Poverty rate based on the American Community Survey 2006 (Extrapolated from the 2006 Census for Benicia). Rate applied to 2006 California DOF Population Estimates.

Table 11: Poverty Rate by Ethnicity - 2007¹²

POPULATION BELOW 200% OF POVERTY

	Total Population	Household Population	< 200% of Poverty	% of Group
African American				
0 to 17	17,232	17,144	8,898	51.9%
18 to 24	6,432	6,075	2,491	41.0%
25 to 54	25,765	24,338	5,931	24.4%
55 +	7,940	7,500	2,249	30.0%
TOTAL	57,368	55,057	19,570	35.5%
Asian/Pacific Islander				
0 to 17	19,176	19,079	5,742	30.1%
18 to 24	7,142	6,747	1,748	25.9%
25 to 54	27,672	26,139	3,887	14.9%
55 +	10,778	10,181	2,388	23.5%
TOTAL	64,769	62,145	13,765	22.1%
Latino/ Hispanic				
0 to 17	22,315	22,201	11,821	53.2%
18 to 24	7,206	6,807	3,161	46.4%
25 to 54	27,710	26,175	9,222	35.2%
55 +	7,583	7,163	2,585	36.1%
TOTAL	64,814	62,346	26,788	43.0%
White/ Caucasian				
0 to 17	54,501	54,224	13,727	25.3%
18 to 24	22,003	20,784	6,219	29.9%
25 to 54	97,986	92,558	13,190	14.3%
55 +	48,069	45,406	8,998	19.8%
TOTAL	222,559	212,972	42,134	19.8%
TOTAL	409,510	392,520	102,257	26.1%
	Institutional Population: 17,111			

- Information regarding American Indians as well as other ethnic groups not listed above is unavailable from the US Census.
- African Americans represent 16.2% of the county's population and 35.5% of the county's population below 200% of poverty an over-representation of 19.3%.
- Asian Americans represent 15.6% of the county's population and 22.1 % of the county's population below 200% poverty an over-representation of 6.5%.
- Hispanics represent 22.2% of the county's population and 43.0% of the county's population below 200% poverty- an over representation of 20.8%.
- Caucasians represent 40.6% of the county's population and 19.8% of the county's population below 200% poverty an under-representation of 20.8%.

¹² Estimates for 2004 population. Rate extrapolated from 2000 U.S. Census

B. Demographics (by ethnicity, age, and primary language spoken)

1-2) General Population in county by region

Table 12: General Population for South Region and Solano County - 2007¹³

Not including 19,560 residents in unincorporated area within the county

Demographics	South Region				Solano County	
	Benicia		Vallejo		#	%
Population	27,916	100%	121,425	100%	404,698	100%
Age:						
0-17	7,537	27.0%	33,513	27.6%	112,101	27.7%
18-64	17,783	63.7%	74,312	61.2%	250,913	62.0%
65+	2,596	9.3%	13,600	11.2%	41,684	10.3%
Race/Ethnicity:						
Am Indian/Alaska Native	167	0.6%	850	0.7%	5,666	1.4%
Asian/Pacific Islander	2,010	7.2%	25,499	21.0%	63,133	15.6%
Black/African American	1,228	4.4%	25,014	20.6%	65,561	16.2%
Latino/Hispanic	2,289	8.2%	16,757	13.8%	89,843	22.2%
White/Caucasian	20,212	72.4%	38,005	31.3%	164,307	40.6%
Multi/Other/Unknown	2,010	7.2%	15,300	12.6%	16,188	4.0%
Language:						
English	24,398	87.4%	81,112	66.8%	282,884	69.9%
Spanish					84,177	20.8%
Other/Unspecified ¹⁴	3,517	12.6%	40,313	33.2%	37,637	9.3%

➤ **South Region**

Age

- Less than 1% difference in percentages of 0-17 population between Benicia and Vallejo.
- Benicia has 2.5% more 18-64 year-olds than Vallejo.
- Vallejo has nearly 2% more 65+ year-olds than Benicia.

Race/Ethnicity

- Virtually the same percentage of American Indians resides in both cities, which is half the percentage found countywide.
- Less than half the percentage of Asians lives in Benicia than the county average, 7.2% and 15.6% respectively; 5.4% more Asians live in Vallejo than countywide 21.0% and 15.6%, respectively.
- 4.4% of Benicia's residents are African American compared to the county's average of 16.2% and the African American population in Vallejo, 20.6%.
- Significantly fewer Hispanics live in the South Region than countywide, particularly in Benicia where the Hispanic population is 8.2% compared to the county average of 22.2%.
- 72.4% of Benicia residents are Caucasian compared to the county's average of 40.6%. Vallejo has less than the county's average of Caucasians with 31.3%.

Primary Language

- 12% more residents in Benicia identify English as their primary language than the county in general. In Vallejo, a third (33.2%) of residents speaks a primary language other than English.

¹³ U.S. Census Bureau: Census 2000

¹⁴ Data Gathered as Language other than English spoken at home collected by U.S Census Bureau: Census 2000

Table 13: General Population for North Region and Solano County - 2007¹⁵

Not including 19,560 residents in unincorporated area within the county

Demographics	North Region										Solano County	
	Dixon ¹⁶		Fairfield		Rio Vista ¹⁷		Suisun City		Vacaville		#	%
Population	17,644	100%	105,421	100%	7,823	100%	27,980	100%	96,489	100%	404,698	100%
Age:												
0-17	5,664	32.1%	31,416	29.8%	1,923	25.0%	9,094	32.5%	26,052	27.0%	112,101	27.7%
18-64	10,692	60.6%	64,517	61.2%	4,326	55.3%	17,292	61.8%	62,428	64.7%	250,913	62.0%
65+	1,288	7.3%	9,488	9.0%	1,541	19.7%		5.7%	8,009	8.3%	41,684	10.3%
Race/Ethnicity:												
Am Indian/Alaska Native	106	0.6%	843	0.8%	70	0.9%	196	0.7%	965	1.0%	5,666	1.4%
Asian/Pacific Islander	565	3.2%	9,699	9.2%	110	1.4%	4,421	15.8%	3,860	4.0%	63,133	15.6%
Black/African Am	318	1.8%	13,389	12.7%	86	1.1%	4,589	16.4%	8,202	8.5%	65,561	16.2%
Latino/Hispanic	5,928	33.6%	16,762	15.9%	798	10.2%	4,225	15.1%	14,666	15.2%	89,843	22.2%
White Caucasian	10,216	57.9%	50,286	47.7%	6,204	79.3%	10,548	37.7%	58,955	61.1%	164,307	40.6%
Multi/Other/Unknown	512	2.9%	14,443	13.7%	555	7.1%	4,001	14.3%	9,938	10.3%	16,188	4.0%
Language:												
English	N/A	N/A		75.6%	N/A	N/A		71.1%	83,322	84.6%	282,884	69.9%
Spanish											84,177	20.8%
Other/Unspecified ¹⁸				24.4%				28.9%	14,859	15.4%	37,637	9.3%

➤ **North Region**

Age

- Higher percentages of 0-17 year-olds live in Dixon (32.1%), Fairfield (29.8%), and Suisun City (32.5%) than the county's average (27.7%)
- There are fewer 18-64 year-olds residing in Rio Vista (55.3%) than found throughout the county (62.0%)
- A significant majority of 65+ reside in Rio Vista (19.7%) than the county's average (10.3%).

Race/Ethnicity

- Four of the five North Region cities have fewer Asians than the county's average (15.8%). Only Suisun City has a higher percentage of Asians (18.7%) than the county's average.
- Dixon has the highest percent of Hispanics (33.6%) both within the North Region and countywide.

Primary Language

- The percentage of residents speaking English in Dixon and Rio Vista is unknown. Of the other three cities in the North Region, Vacaville has the highest percentage of English speakers (84.6%), followed by Fairfield (75.6%), then by Suisun City (71.1%).
- Neither Dixon nor Rio Vista, due to populations, is included in US Census data. While their websites provide age and racial/ethnic information regarding residents, neither provides information regarding primary languages. However, because Dixon has the largest Hispanic population in the county, it is likely to have a sizeable population of people with Spanish as their primary language.

¹⁵ Fairfield, Suisun City, Vacaville & Solano County Data gathered from U.S. Census Bureau: Census 2000

¹⁶ City of Dixon, Economic Development Department

¹⁷ City of Rio Vista Economic Development Department

¹⁸ Data Gathered as Language other than English spoken at home collected by U.S. Census Bureau: Census 2000

Table 14: General Population for Regions, County and State - 2007¹⁹

Demographics	North Region		South Region		Solano County*		California	
	#	%	#	%	#	%	#	%
Population	255,357	100%	149,141	100%	424,823	100%	36,129,431	100%
Age:								
0-17	74,273	29.3%	40,701	27.4%	124,810	27.7%	9,807,081	26.9%
18-64	153,870	60.7%	92,691	62.4%	242,453	62.0%	22,749,511	62.4%
65+	25,349	10.0%	15,300	10.3%	54,394	10.3%	3,900,958	10.7%
Race Ethnicity:								
Am Indian/Alaska Native	2,281	0.9%	1,040	0.7%	4,217	1.4%	180,647	0.5%
Asian/Pacific Islander	19,772	6.8%	23,916	16.1%	67,465	15.8%	4,407,791	12.2%
Black/African American	24,082	8.4%	21,242	14.3%	67,465	16.4%	2,420,672	6.7%
Latino/Hispanic	41,826	14.5%	18,568	12.5%	92,765	22.4%	10,622,053	29.4%
White/Caucasian	165,531	57.7%	85,413	57.5%	172,879	40.0%	15,824,690	43.8%
Multi/Other/Unknown	33,208	11.6%	16,637	11.2%	16,866	4.0%	2,673,578	7.4%
Language:								
English	221,046	77.1%	114,527	77.1%	294,738	69.9%	21,858,306	60.5%
Spanish					87,705	20.8%	9,321,393	25.8%
Other/Unspecified	65,654	22.9%	34,017	22.9%	39,214	9.3%	4,949,73	13.7%

*Includes 20,125 residents living in unincorporated areas within the county

➤ **Solano County Compared To California**

Age

- The ages of Solano County’s residents closely resembles statewide averages: Solano County has 0.8% more children under 18 years old, and 0.4% fewer adults both between 18-64 years-old and 65 years-old and above than found statewide.

Race/Ethnicity

- 0.2% more American Indians reside in Solano County than statewide.
- 12.2% of Californians are Asian contrasted to 15.8% in the county.
- Almost 10% more African American reside in the county than statewide, 16.4% and 6.7%’ respectively.
- Solano County has a significantly lower Hispanic population than found statewide, 22.4% and 35.2%’ respectively.
- 3.8% fewer Caucasians reside in Solano County than statewide, 40.0% and 43.8%’ respectively.

Primary Language

- Statewide 39.5% households speak a language other than English at home compared to 30.1% in Solano County.

¹⁹ U.S. Census Bureau: Census 2000

➤ North and South Regional Comparisons

Age

- Nearly 2% more 0-17 year olds live in the North Region than the South Region, 29.3% and 27.4%, respectively.
- More than 1.5% 18-64 year olds reside in the South Region than the North Region, 62.4% and 60.7%, respectively.
- Virtually the same number of residents 65 years old and above resides in the North and South Regions, 10.0% and 10.3%, respectively.

Race/Ethnicity

- 0.2% more American Indians reside in the North than in the South Region.
- A greater percentage of Asian Americans and African Americans reside in the South Region.
- A greater percentage of Hispanics live in the North Region.
- Virtually the same percentage of Caucasians lives in the North and South Regions.

Primary Language

- The same percentage of speakers of English as the primary language resides in each region. However, the North Region has a significantly higher percentage of Spanish speakers while the South Region has more speakers of a Filipino dialect.

3-4) Medi-Cal beneficiaries in county by region

Table 15: Medi-Cal Beneficiaries in Regions, and County Total Compared to Total County Population²⁰

Demographics	North Region Medi-Cal Beneficiaries		South Region Medi-Cal Beneficiaries		County Total Medi-Cal Beneficiaries		Solano County Population	
	#	%	#	%	#	%	#	%
Total	34,550	100%	22,570	100%	57,120	100%	424,823	100%
Age:								
0-17	16,480	47.7%	9,998	44.3%	26,464	46.3%	117,676	27.7%
18-64	14,684	42.5%	9,457	41.9%	24,143	42.3%	263,390	62.0%
65+	3,386	9.8%	3,115	13.8%	6,513	11.4%	43,757	10.3%
Race/Ethnicity:								
Am Indian/Alaska Native	194	0.6%	104	0.5%	298	0.5%	5,948	1.4%
Asian/Pacific Islander	3,077	8.9%	3,771	16.7%	6,848	12.0%	66,272	15.6%
Black/African American	7,108	20.6%	7,984	35.3%	15,092	26.4%	68,821	16.2%
Latino/Hispanic	12,515	36.1%	5,091	22.6%	17,606	30.8%	94,311	22.2%
White/Caucasian	9,594	27.8%	4,161	18.4%	13,755	24.1%	172,478	40.6%
Multi/Other/Unknown	2,062	6.0%	1,459	6.5%	3,521	6.2%	16,993	4.0%
Language								
English	23,362	67.6%	16,041	71.1%	39,403	69.0%	296,951	69.9%
Filipino Dialects	211	0.6%	1,002	4.4%	1,213	2.1%		
Spanish	8,489	24.6%	3,548	15.7%	12,037	21.1%	88,363	20.8%
Vietnamese	164	0.5%	137	0.6%	301	0.5%		
Unknown/Other	2,324	6.7%	1,842	8.2%	4,166	7.3%	39,509	9.3%

²⁰ California Department of Health Services, Fiscal Forecasting and Data Management Branch

➤ **Comparison of Medi-Cal Beneficiaries to Total County Population**

Age

- 46.3% of Medi-Cal beneficiaries in Solano County are ages 0-17 compared to 27.7% for the general population– an 18.6% difference.
- 62.0% of Solano County's population is between 18-64 years-old whereas that age group represents 42.3% of the Medi-Cal beneficiary in the county.
- 10.3% of the county's population is 65 years-old or above whereas this age group represents 11.4% of the Medi-Cal beneficiary in the county.

Race/Ethnicity

- American Indians represent 0.5% of Medi-Cal beneficiaries and 1.4% of the county's population, an under-representation of 0.9%.
- Asian Americans are under-represented in that they represent 15.8% of the total county's population and 12.0% of the county Medi-cal population.
- African Americans comprise 16.4% of the county's and 26.4% of county Medi-cal beneficiaries, an over-representation of +10.2%.
- Caucasians are under-represented in Medi-Cal beneficiaries in that they represent 40.6% of the total county's population and 24.1% of Medi-cal population, a disparity of 16.5%.
- Hispanics comprise 22.4% of the county and 30.8% of county Medi-cal beneficiaries, an over-representation of +8.4%.

Primary Language

- The proportion of languages spoken by Medi-Cal beneficiaries closely matches the county population.

➤ **Comparison of Medi-Cal Beneficiaries Between Regions**

Age

- There is a slightly higher percentage of Medi-Cal use by 0-17 in the North Region than South Region- 47.7% and 44.3%, respectively.
- There is a 0.6% difference between the percentage of 18-64 year olds between the North and South Regions, 42.5% and 41.9%, respectively.
- There is a 4% higher use of Medi-Cal by 65+ in the South Region than North Region- 13.8% and 9.8%, respectively.

Race/Ethnicity

- There is a significantly higher Asian population in the South Region. Consequently there is a greater use of Medi-Cal by Asian Americans in the South than North Region, 16.7% and 8.9%, respectively.
- Although fewer than 5% more African Americans reside in the South Region there is significant more Medi-Cal use in this region than the North Region, 35.3% and 20.6%, respectively.
- More Hispanics live in the North than South Region. Consequently 36.4% utilize Medi-Cal in the North Region and 22.6% in the South Region.
- More Caucasians live in the North Region and there is 9.5% utilization rate difference between Caucasians in the North and South Regions, 27.9% and 18.4%, respectively.

Primary Language

- There are significantly fewer Spanish speakers in the South Region than the North Region, 15.7% and 24.6% respectively. There are significantly more residents fluent in Tagalog, as well as other Filipino languages in the South rather than the North Region.

➤ **5. Seasonal Migrants**

A seasonal farm worker is an individual whose principal employment is in agriculture on a seasonal basis, and who has been employed within the last 24 months (U.S. Code, Public Health Services Act, Migrant Health). A migrant farm worker meets the same definition, but establishes for the purposes of such employment, a temporary abode.

In 2000, there was an estimate of 5,089 total migrant and seasonal farm workers; 2,356 were migrant and 2,733 were seasonal. Including family members, 9,055 residents related to migrant work lived in Solano County (2% of Solano County).

Table 16: Migrant and Seasonal Farm Workers (MSFW) in Solano County – FY 20106-2007²¹

Adjusted MSFW Farmworker Estimates	Migrant Farmworkers	Seasonal Farmworkers	Non-Farmworkers In Migrant Household	Non-Farmworkers In Seasonal Household	MSFW Farmworkers and Non-Farmworkers
5089	2356	2733	866	3101	9055

Although there is a field within the CalWin system denoting the status of migrant farm workers, historically the emphasis has been on ensuring that clients get benefits and less on tracking the status. Therefore, limited and inaccurate information is available as to the number of migrant workers who have Medi-Cal. In fact, currently there is no report to collect the data. The County Department of Information Technology has been instructed to write a report in order to gather and track this information in the future.

²¹ *Migrant and Seasonal Farm Worker Enumeration Profiles Study-California*; prepared for the Migrant Health Program Bureau of Primary Health Care, Health Resources and Services Administration by Alice C. Larson, PhD; September 2000.

C) Utilization of Medi-Cal Specialty Mental Health Services

1) Table 17: Medi-Cal beneficiaries using mental health services – FY 2006-2007²²

Demographics ²³	Unduplicated Medi-Cal Clients		Crisis		Day Treatment		Inpatient		Outpatient	
	#	%	#	%	#	%	#	%	#	%
Total	3,852	100%	683	100%	80	100%	554	100%	3,848	100%
Age:										
0-17	1,159	30.1%	109	15.9%	73	91.0%	80	14.5%	1,231	32.0%
18-24	408	10.6%	114	16.7%	7	9.0%	65	11.7%	373	9.7%
25-64	2,162	56.1%	441	64.7%	0	0.0%	407	73.4%	2,132	55.4%
65+	123	3.2%	18	2.7%	0	0.0%	2	0.4%	112	2.9%
Race/Ethnicity:										
Am Indian/ Alaska Native	46	1.2%	6	0.9%	0	0.0%	7	1.2%	46	1.2%
Asian/Pacific Islander	266	6.9%	50	7.3%	2	2.0%	58	10.4%	262	6.8%
Black/ African American	1,117	29.0%	156	22.8%	39	50.0%	148	26.8%	1,162	30.2%
Latino/ Hispanic	559	14.5%	98	14.3%	8	10.0%	63	11.3%	558	14.5%
White/ Caucasian	1,795	46.6%	362	53.3%	29	36.0%	263	47.6%	1,751	45.5%
Multi/ Other/Unknown	69	1.8%	10	1.4%	2	2.0%	15	2.7%	69	1.8%
Language										
English	3,594	93.3%	650	95.1%	78	98.0%	529	95.5%	3,563	92.6%
Filipino Dialects	31	0.8%	3	0.5%	0	0.0%	5	0.9%	35	0.9%
Spanish	146	3.8%	24	3.5%	1	1.0%	13	2.4%	154	4.0%
Other	81	2.1%	6	0.9%	1	1.0%	7	1.2%	96	2.5%
Diagnosis										
Adjustment Disorders	277	7.2%	57	8.3%	2	3.0%	N/A	N/A	231	6.0%
Anxiety Disorders	416	10.8%	42	6.2%	16	20.0%			443	11.5%
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	489	12.7%	20	3.0%	30	37.0%			512	13.3%
Mood Disorders	1,356	35.2%	260	37.9%	20	25.0%			1,301	33.8%
Schizophrenia & Other Psychotic Disorders	840	21.8%	138	20.2%	5	6.0%			943	24.5%
Substance Related	127	3.3%	53	7.8%	1	1.0%			92	2.4%
Diagnosis Not Listed Above	347	9.0%	113	16.6%	6	8.0%			327	8.5%

Because of the small sample size (N=11) out-of-county residents were not included in the % of inpatient diagnosis.

²² Clients with Medi-Cal represent 68.5% of total client population, 55% of total crisis clients, 80% of day treatment clients, 67% of inpatient clients, and 72% of outpatient clients.

²³ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst) FY 2006-07 Medi-Cal Clients

Analysis: Comparison of Medi-Cal Clients to Medi-Cal Beneficiaries by Service Type

➤ Age

◆ 0-17

Disparity²⁴

-17.6% All Service Types:

-30.4% Crisis

+ 44.7% Day Treatment (Primarily available to those between 0-17 years old)

-31.4% Inpatient

-14.3% Outpatient

◆ 18-64

Disparity

+24.4% All Service Types:

+39.1% Crisis

-33.3% Day Treatment

+42.8% Inpatient

-22.7% Outpatient

◆ 65+

Disparity

-8.2% All Service Types:

-8.2% Crisis

-11.4% Day Treatment

-11.0% Inpatient

-8.5% Outpatient

²⁴ Disparity=Difference when comparing % of Medi-Cal clients to Medi-Cal beneficiaries for FY 2006-07

➤ **Race/Ethnicity**

Note: For this plan, analysis of race/ethnicity is limited to African American, Asian/Pacific Islander, Caucasians, and Latinos/Hispanics for statistical purposes. All other race/ethnic groups represent ≤3% of Medi-Cal beneficiaries and ≤3% of clients in the county. Analysis of groups with such small numbers results in unstable rates. This in no way implies the unimportance of any race/ethnic group. The Department acknowledges the necessity of ensuring services on the individual level and therefore strives to be responsive to clients of all races and ethnicities.

◆ Asian/Pacific Islander²⁵

- Slightly underserved population in all service categories

Disparity

-5.1% All Service Types:
-4.7% Crisis
Two clients served in Day Treatment
-1.6% Inpatient
-5.2% Outpatient

◆ African Americans

- Slightly more African American clients seen in all modalities (except Crisis) compared to their proportion in the Medi-Cal beneficiary population.

Disparity

+ 2.6% All Service Type
-3.6% Crisis
+23.6% Day Treatment
+0.4% Inpatient
+3.8% Outpatient

◆ Latinos/Hispanics

- Significantly underserved population in all service categories.

Disparity

-16.3% All Service Types:
-16.5% Crisis
-20.8% Day Treatment (8 clients served)
-19.5% Inpatient
-16.3% Outpatient

²⁵ According to the U.S. Census Bureau 2004 American Community Survey, 77% of the Asian population in Solano County is Filipino; According to California Department of Health Services, Solano County Fiscal Forecasting and Data Management Branch CALWIN Report 79% of Asian Medi-Cal recipients is Filipino.

- ◆ Caucasians
 - Significantly more Caucasian clients seen in all modalities compared to proportion of Medi-Cal beneficiary population.

Disparity

- +22.5% All Service Type
- +24.1% Crisis
- +11.9% Day Treatment
- +23.5% Inpatient
- +21.4% Outpatient

➤ **Primary Language**

- ◆ English
 - Over-representation in each treatment modality.

Disparity

- + 24.3% All Service Type
- + 26.1% Crisis
- + 29.0% Day Treatment
- + 26.5% Inpatient
- + 23.6% Outpatient

- ◆ Filipino Dialects
 - Slight under-representation in each treatment modality.

Disparity

- 1.3% All Service Types:
- 1.6% Crisis
- No Day Treatment clients.
- 1.2% Inpatient
- 1.2% Outpatient

- ◆ Spanish
 - Significant under-representation in each treatment modality.

Disparity

- 17.3% All Service Types:
- 17.6% Crisis
- One client in Day Treatment
- 18.7% Inpatient (8 clients)
- 17.1% Outpatient

Table 18: Diagnosis: Medi-Cal Clients Utilization by Service Type – FY 2006-2007²⁶

Demographics	All Services*		Crisis		Day Treatment		Inpatient		Outpatient	
	#	%	#	%	#	%	#	%	#	%
Total	5,165	100%	683	18.5%	80	1.5%	554	6.0%	3,848	74.0%
Diagnosis										
Adjustment Disorders	290	5.6%	57	8.3%	2	3.0%	0	0.0%	231	6.0%
Anxiety Disorders	512	9.9%	42	6.2%	16	20.0%	11	2.0%	443	11.5%
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	706	13.7%	20	3.0%	30	37.0%	144	26.0%	512	13.3%
Mood Disorders	1,749	33.9%	260	37.9%	20	25.0%	169	30.5%	1,301	33.8%
Schizophrenia and Other Psychotic Disorders	1,309	25.3%	138	20.2%	5	6.0%	223	40.2%	943	24.5%
Substance Related	152	2.9%	53	7.8%	1	1.0%	6	1.1%	92	2.4%
Diagnosis Not Listed Above	447	8.7%	113	16.6%	6	8.0%	1	0.2%	327	8.5%

*This is the sum of Crisis, Day Treatment, Inpatient, and Outpatient visits. This does not equal the number of Medi-Cal clients served because clients may receive treatment multiple times in different modalities.

➤ **Overall**

- The diagnostic patterns are within expectations considering treatment philosophy, service goals, mental health resource options and intended target populations.

➤ **Crisis**

- 37.9% of clients had a mood disorder- the most frequent diagnosis.
- 20.2% of clients had schizophrenia and other psychoses.

➤ **Day Treatment**

- 37.0% of clients were minors with a diagnosis first diagnosed in infancy, childhood or adolescence.
- 25.0% of clients had a mood disorder and 20% had an anxiety disorder.

➤ **Inpatient**

- The most frequent diagnosis, 40.2% was schizophrenia or other psychoses.
- Mood Disorders of clients who were a danger to themselves, was the second most common diagnosis at 35.0%.

➤ **Outpatient**

- 33.8% of clients were diagnosed with a mood disorder and 24.5% were diagnosed with schizophrenia or other psychoses.

²⁶ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

2. Utilization by region by service type

Table 19: All Services – Unduplicated Medi-Cal Clients by Region – FY 2006-2007

Demographics	North Region		South Region		Out-of-County	
	#	%	#	%	#	%
Total	2415	62.7%	1314	34.1%	123	3.2%
Age:						
0-17	732	30.3%	296	22.5%	44	35.9%
18-24	283	11.7%	125	9.5%	13	10.6%
25-64	1349	55.9%	842	64.1%	58	47.4%
65+	51	2.1%	51	3.9%	8	6.1%
Race/Ethnicity:						
Am Indian/Alaska Native	36	1.5%	20	1.5%	1	0.8%
Asian/Pacific Islander	155	6.4%	108	8.2%	9	7.3%
Black/African Am	613	25.4%	501	38.1%	35	28.3%
Latino/ Hispanic	368	15.2%	151	11.5%	12	9.8%
White/Caucasian	1200	49.7%	514	39.1%	63	51.4%
Other/Unknown	43	1.8%	21	1.6%	3	2.4%
Language						
English	2222	93.0%	1235	94.0%	N/A	N/A
Filipino Dialects	24	1.0%	13	1.0%		
Spanish	121	5.0%	39	3.0%		
Other	48	2.0%	26	2.0%		
Diagnosis						
Adjustment Disorders	188	7.8%	55	4.2%	3	2.5%
Anxiety Disorders	258	10.7%	129	9.8%	16	12.6%
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	270	11.2%	144	10.7%	21	17.3%
Mood Disorders	875	36.2%	476	36.2%	31	25.2%
Schizophrenia and Other Psychotic Disorders	563	23.3%	403	30.7%	44	35.2%
Substance Related	118	4.9%	30	2.3%		0.4%
Diagnosis Not Listed Above	143	5.9%	80	6.1%	8	6.8%

Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

Table 20: All Services Medi-Cal Compared to Medi-Cal Beneficiaries by Region- FY 2006-2007

Demographics	North Region		South Region	
	Clients% ²⁷	MC Bene% ²⁸	Clients%	MC Bene%
Total	100.0%	100.0%	100.0%	100.0%
Age:				
0-17	30.3%	47.7%	22.5%	44.3%
18-24	11.7%	Included Below (18-64)	9.5%	Included Below (18-64)
25-64	55.9%	42.5%	64.1%	41.9%
65+	2.1%	9.8%	3.9%	13.8%
Race/Ethnicity:				
Am Indian/Alaska Native	1.5%	0.6%	1.5%	0.5%
Asian/Pacific Islander	6.4%	8.9%	8.2%	16.7%
Black/African Am	25.4%	20.6%	38.1%	35.3%
Hispanic	15.2%	36.1%	11.5%	22.6%
White/Caucasian	49.7%	27.8%	39.1%	18.4%
Other/Unknown	1.8%	6.0%	1.6%	6.5%
Language				
English	93.0%	67.6%	94.0%	71.1%
Filipino Dialects	1.0%	0.6%	1.0%	4.4%
Spanish	5.0%	24.6%	3.0%	15.7%
Other	2.0%	7.2%	2.0%	8.8%
Diagnosis				
Adjustment Disorders	7.8%	N/A	4.2%	N/A
Anxiety Disorders	10.7%		9.8%	
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	11.2%		10.7%	
Mood Disorders	36.2%		36.2%	
Schizophrenia and Other Psychotic Disorders	23.3%		30.7%	
Substance Related	4.9%		2.3%	
Diagnosis Not Listed Above	5.9%		6.1%	

➤ **North Region**

Overall

- 60.5% of Medi-Cal beneficiaries live in the North Region. 62.7% of the county's clients are served in this region- a slight over-representation of +2.2%.

Age

- The disparity between 0-17 year-old clients and beneficiaries in this region is -17.4%.
18-64 year-olds are over-represented by +25.1%.
The disparity between 65+ year-old clients and beneficiaries is -7.7%.

²⁷ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

²⁸ California Department of Health Services, Fiscal Forecasting and Data Management Branch

Race/Ethnicity (in table order)

- American Indians are over-represented by +0.9%.
- Asian Americans are under-represented by -2.5%.
- African Americans are over-represented by +4.8%.
- Hispanics are under-represented by -23.0%.
- Caucasians are over-represented by +20.0%.

Primary Language

- Because 7.2% of Medi-Cal beneficiaries' primary language is unknown, it is difficult to ascertain accurate information on disparity. However, it is statistically clear that English speaking clients are over-represented while Spanish speaking clients are under-represented. It is probable that clients who speak a Filipino dialect are also under-served.

➤ **South Region**

Overall

- 39.5% of clients and 34.1% of beneficiaries reside in this area—a disparity of -5.4%.

Age

- 0-17 year-olds are under-represented by -21.7%.
- 18-64 year olds are over-represented by +31.8%.
- Clients 65+ are under-represented by -9.9%.

Race/Ethnicity

- American Indians are over-represented by +0.9%.
- African Americans are over-represented by +2.7%.
- Asian Americans are under-represented by -8.5%.
- Hispanics are under-represented by -19.3%.
- Caucasians are over-represented by +20.7%.

Primary Language

- Because 8.8% of Medi-Cal beneficiaries' primary language is unknown it is difficult to ascertain accurate information on disparity. However, it is statistically clear that English-speaking clients are over-represented while Spanish-speaking clients are under-represented. It is probable that clients who speak a Filipino dialect are also under-served.

➤ **Both Regions**

- Both regions show an under-representation of 0-17 and 65+ age clients and over-serve the 18-64 year-old population.
- Both regions have the highest disparity in the Hispanic population, have slight over-representation by African Americans and high over-representation by Caucasians.

Table 21: Crisis Medi-Cal Clients by Region – FY 2006-2007²⁹

Demographics	North Region		South Region		Out of County	
	#	%	#	%	#	%
Total	553	100%	111	100%	19	100%
Age:						
0-17	88	15.9%	13	11.4%	5	26.2%
18-24	93	16.9%	15	13.4%	2	9.5%
25-64	357	64.5%	79	71.9%	12	61.9%
65+	15	2.7%	4	3.3%	0	2.4%
Race/Ethnicity:						
Am Indian/Alaska Native	5	0.9%	1	1.2%	0	0.0%
Asian/Pacific Islander	40	7.3%	6	5.7%	2	9.5%
Black/African Am	122	22.0%	43	39.0%	6	31.0%
Hispanic	80	14.5%	11	9.8%	2	11.9%
White/Caucasian	298	53.9%	49	43.9%	9	47.6%
Other/Unknown	8	1.4%	1	0.4%	0	0.0%
Language						
English	522	94.5%	109	98.0%	N/A	N/A
Filipino Dialects	3	0.5%	0	0.0%		
Spanish	22	4.0%	0	0.0%		
Other	6	1.0%	2	2.0%		
Diagnosis						
Adjustment Disorders	46	8.4%	5	4.6%	N/A	N/A
Anxiety Disorders	34	6.2%	7	6.1%		
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	16	2.9%	7	6.1%		
Mood Disorders	212	38.1%	36	31.8%		
Schizophrenia and Other Psychotic Disorders	111	20.1%	25	22.7%		
Substance Related	42	7.6%	13	12.1%		
Diagnosis Not Listed Above	92	16.7%	18	16.6%		

²⁹ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

**Table 22: Crisis Medi-Cal Clients Compared to Medi-Cal Beneficiaries by Region
FY 2006-2007³⁰**

Demographics	North Region		South Region	
	Clients %	MC Beneficiaries %	Clients %	MC Beneficiaries %
Total	100%	100%	100%	100%
Age:				
0-17	15.9%	47.7%	11.4	44.3%
18-24	16.9%		13.4	
25-64	64.5%	(18-64) 42.5%	72.0	(18-64) 41.9%
65+	2.7%	9.8%	3.3	13.8%
Race/Ethnicity:				
Am Indian/Alaska Native	0.9%	0.6%	1.2	0.5%
Asian/Pacific Islander	7.3%	8.9%	5.7	16.7%
Black/African Am	22.0%	20.6%	39.0	35.3%
Hispanic	14.5%	36.1%	9.8	22.6%
White/Caucasian	53.9%	27.8%	43.9	18.4%
Other/Unknown	1.4%	6.0%	0.4	6.5%
Language				
English	95.0%	67.6%	18.7	71.1%
Filipino Dialects	0.5%	0.6%	0.0%	4.4%
Spanish	4%	24.6%	0.0%	15.7%
Other	1%	7.2%	0.4	8.8%
Diagnosis				
Adjustment Disorders	8.4%	N/A	4.6%	N/A
Anxiety Disorders	6.2%		6.1%	
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	2.9%		6.1%	
Mood Disorders	38.1%		31.8%	
Schizophrenia and Other Psychotic Disorders	20.1%		22.7%	
Substance Related	7.6%		12.1%	
Diagnosis Not Listed Above	16.7%		16.6%	

➤ **North Region**

Overall

- 60.5% of Medi-Cal beneficiaries and 95.0% of Crisis clients served in this region- a disparity of -27.0%. The County Crisis Center is located in this region.

Age

- 0-17 year olds are under-represented by -31.8%.
- 18-64 year olds are over-represented by +39.4%.
- 65+ year-olds are under-represented by -7.1%.

Race/Ethnicity

- American Indians are over-represented by +0.3%.
- Asian Americans are under-represented by -1.6%.
- African Americans are over-represented by +1.4%.
- Hispanics are under-represented by -21.7%.
- Caucasians are over-represented by +26.1%.

³⁰ Department of Mental Health, ITWS, FY 2006-07 Medi-Cal Clients

Primary Language

- 95.0% of all Crisis clients in the North Region speak English while 67.6% of Medi-Cal beneficiaries in this region speak English- an over-representation of 27.4%.
- Because of a high percentage of clients whose primary language was not obtained, it is difficult to assess disparities in other languages.

➤ South Region

Overall

- 39.5% of beneficiaries and 16.5% of clients reside in this region- a disparity of 23.0%.

Age

- 0-17 age group is under-represented by -32.8%.
- 18-64 year-olds are over-represented by +43.5%.
- Clients 65+ are under-represented by -11.0%.

Race/Ethnicity

- Asians in this region are underserved by -11.0%.
- African Americans are over-represented by+ 23.0%.
- Caucasians are over-represented by +15.0%.
- Latinos are under-represented by -20.0%.

Primary Language

- Only English speakers received Crisis Services in this region. However, 29.0% of residents in this region speak a language other than English.

➤ Both Regions

- Both regions show an under-representation of 0-17 year-olds and over-serve the 18-64 year-old population.
- Both regions have the highest disparity in the Hispanic population and have over-representations by both African Americans and Caucasians.

Table 23: Day Treatment Medi-Cal Clients by Region – FY 2006-2007³¹

Demographics	North Region		South Region		Out of County	
	#	%	#	%	#	%
Total	30	100%	32	100%	18	100%
Age:						
0-17	26	88.1%	30	92.5%	17	94.4%
18-24	4	11.9%	2	7.5%	1	5.6%
25-64	0	0.0%	0	0.0%	0	0.0%
65+	0	0.0%	0	0.0%	0	0.0%
Race/Ethnicity:						
Am Indian/Alaska Native	0	0.0%	0	0.0%	0	0.0%
Asian/Pacific Islander	1	3.4%	15	1.5%	1	5.6%
Black/African Am	11	37.3%	20	61.0%	5	25%
Hispanic	3	10.1%	3	9.0%	2	11.1%
White/Caucasian	14	45.8%	8	25.4%	10	52.8%
Other/Unknown	1	3.4%	1	3.0%	1	5.6%
Language						
English	29	95.0%	30	92.5%	16	88.9%
Filipino Dialects	0	0.0%	0	0.0%	0	0.0%
Spanish	1	3.4%	0	1.5%	2	11.1%
Other	1	1.6%	2	6.0%	0	0.0%
Diagnosis						
Adjustment Disorders	0	0.0%	1	4.0%	1	2.9%
Anxiety Disorders	3	11.1%	7	21.3%	4	20.3%
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	10	33.3%	14	48.1%	7	37.7%
Impulse Control NOS	14	44.5%	1	4.0%	1	8.0%
Mood Disorders	3	11.1%	8	18.6%	4	24.6%
Schizophrenia and Other Psychotic Disorders	0	0.0%	1	2.7%	1	5.8%
Diagnosis Not Listed Above	0	0.0%	0	1.3%	0	0.7%

³¹ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

**Table 24: Day Treatment Clients Compared to Medi-Cal Beneficiaries by Region
FY 2006-2007³²**

Demographics	North Region		South Region	
	Clients %	MC Beneficiaries %	Clients %	MC Beneficiaries %
Total	100%	100%	100%	100%
Age:				
0-17	88.1%	47.7%	92.5%	44.2%
18-24	11.9%	Included Below	7.5%	Included Below
25-64	0.0%	(18-64) 42.5%	0.0%	(18-64) 41.9%
65+	0.0%	9.8%	0.0%	13.8%
Race/Ethnicity:				
Am Indian/Alaska Native	0.0%	0.6%	0.0%	0.5%
Asian/Pacific Islander	3.4%	8.9%	1.5%	16.7%
Black/African Am	37.3%	20.6%	61.0%	35.4%
Hispanic	10.1%	36.2%	9.0%	22.6%
White/Caucasian	45.8%	27.8%	25.4%	18.4%
Other/Unknown	3.4%	6.0%	3.0%	6.5%
Language				
English		67.6%	92.5%	71.1%
Filipino Dialects		0.6%	0.0%	4.4%
Spanish		24.6%	1.5%	15.7%
Other		7.2%	0.0%	8.8%
Diagnosis				
Adjustment Disorders	0.0%	N/A	4.0 %	N/A
Anxiety Disorders	11.1%		21.3%	
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	33.3%		4.1%	
Impulse Control NOS	44.5%		4.0%	
Mood Disorders	11.1%		18.6%	
Schizophrenia and Other Psychotic Disorders	0.0%		2.7%	
Diagnosis Not Listed Above	0.0%		1.3%	

➤ **North Region**

Overall

- 60.5% of all Medi-Cal county beneficiaries and 95.0% of all Day Treatment clients were served in this region- a disparity of -27%. The County Crisis Center is located in this region.

Age

- 0-17 year-olds are under-represented by -31.8%.
- 18-64 year-olds are over-represented by +39.4%.
- 65+ year-olds are under-represented by -7.1%.

Race/Ethnicity

- American Indians are over-represented by +0.3%.
- Asian Americans are under-represented by -1.6%.
- African Americans are over-represented by +1.4%.
- Hispanics are under-represented by -21.7%.

³² Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

- Caucasians are over-represented by +26.1%.

Primary Language

- 95.0% of Crisis clients in the North Region speak English while 67.6% of Medi-Cal beneficiaries speak English- an over-representation of 27.4%.
- Because of a high percentage of clients whose primary language was not obtained, it is difficult to assess disparities in other languages.

➤ **South Region**

Overall

- 39.5% of beneficiaries and 16.5% of clients reside in this region- a disparity of 23%.

Age

- 0-17 age group is under-represented by -32.8%.
- 18-64 year-olds are over-represented by +43.5%.
- Clients 65+ are under-represented by -11%.

Race/Ethnicity

- Asians in this region are underserved by -11%.
- African Americans are over-represented by+ 23%.
- Caucasians are over-represented by +15%.
- Latinos are under-represented by -20%.

Primary Language

- All clients who received Crisis Services from this region were English speakers yet 29% of the region has a language other than English as the primary language.

➤ **Both Regions**

- Both regions show an under-representation of 0-17 year-olds and over-serve the 18-64 year-old population.
- Both regions have the highest disparity in the Hispanic population and have over-representations by both African Americans and Caucasians.

Table 25: Inpatient Medi-Cal Clients by Region – FY 2006-2007³³

Demographics	North Region		South Region		Out of County	
	#	%	#	%	#	%
Total	460	100%	83	100%	11	100%
Age:						
0-17	64	14.0%	15	18.3%	1	12.5%
18-24	58	12.5%	8	10.0%	1	12.5%
25-64	331	71.8%	59	70.0%	8	62.5%
65+	7	1.5%	1	1.7%	1	12.5%
Race/Ethnicity:						
Am Indian/Alaska Native	5	1.0%	3	3.6%	0	1.6%
Asian/Pacific Islander	49	10.7%	1	1.2%	1	9.9%
Black/African Am	125	27.2%	31	37.2%	3	30.1%
Hispanic	56	12.1%	4	0.9%	1	10.7%
White/Caucasian	214	46.6%	41	39.7%	6	45.4%
Other/Unknown	11	2.4%	3	1.7%	0	2.3%
Language						
English	440	95.6%	75	90.0%	10	94.7%
Filipino Dialects	12	2.6%	8	10.0%	1	2.6%
Spanish	3	0.7%	0	0.0%	0	1.3%
Other	5	1.1%	0	0.0%	0	1.3%
Diagnosis						
Adjustment Disorders	0	0.0%	0	0.0%	0	1.4%
Anxiety Disorders	11	2.4%	0	0.0%	0	0.0%
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	117	25.5%	27	33.1%	0	0.0%
Delirium, Dementia & Amnesic and Other Cognitive Disorders	0	0.0%	0	0.0%	1	5.7%
Impulse Control NOS	0	0.0%	0	0.0%	0	0.0%
Mood Disorders	143	31.1%	24	28.9%	2	15.0%
Schizophrenia and Other Psychotic Disorders	183	39.8%	32	37.6%	8	77.2%
Substance Related	6	1.2%	0	0.4%	0	0.7%
Other	0	0.0%	0	0.0%	0	0.0%

³³ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

**Table 26: Inpatient Clients Compared to Medi-Cal Beneficiaries by Region
FY 2006-2007³⁴**

Demographics	North Region		South Region	
	Clients	MC Beneficiaries %	Clients	MC Beneficiaries %
	%	%	%	%
Total	100%	100%	100%	100%
Age:				
0-17	14.0%	47.7%	18.3%	44.2%
18-24	12.5%		10.0%	
25-64	71.8%	(18-64) 42.0%	70.0%	(18-64) 41.9%
65+	1.5%	9.8%	1.7%	13.8%
Race/Ethnicity:				
Am Indian/Alaska Native	1.0%	0.6%	3.6%	0.5%
Asian/Pacific Islander	10.7%	8.9%	1.2%	16.7%
Black/African Am	27.2%	20.6%	37.2%	35.4%
Hispanic	12.1%	36.2%	0.9%	22.6%
White/Caucasian	46.6%	27.8%	39.7%	18.4%
Other/Unknown	2.4%	6.0%	1.7%	6.5%
Language				
English	95.6%	67.6%	90.0%	71.1%
Filipino Dialects	2.6%	0.6%	10.0%	4.4%
Spanish	0.7%	24.6%	0.0%	15.7%
Other	1.1%	7.2%	0.0%	8.8%
Diagnosis				
Adjustment Disorders	0.0%	N/A	0.0%	N/A
Anxiety Disorders	2.4%		0.0%	
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	25.5%		33.1%	
Delirium, Dementia & Amnesic and Other Cognitive Disorders	0.0%		0.0%	
Impulse Control NOS	0.0%		0.0%	
Mood Disorders	31.1%		28.9%	
Schizophrenia and Other Psychotic Disorders	39.8%		37.6%	
Substance Related	1.2%		0.4%	
Other	0.0%		0.0%	

Does not include 11 out of county Inpatient clients

³⁴ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

➤ North Region

Overall

- 68% of Medi-Cal beneficiaries live in this region- 85% of clients receiving inpatient services were from this region.- a disparity of +17%.

Age

- The disparity between 0-17 year-old clients and beneficiaries is -47%.
- 18-64 year-olds are over-represented by +56%.
- The disparity between 65+ year-old clients is -9%.

Race/Ethnicity

- African Americans are over-represented by +11%.
- Caucasians are over-represented by +13%.
- Latinos are under-represented by -25%.

Primary Language

- Spanish-speaking clients are under-represented by -23%.

➤ South Region

Overall

- 32% of beneficiaries reside in this area–yet 4% of clients in this region received in patient services- a disparity of -28%.

Age

- Only 18-64 year-olds were served- an over-represented by +58%.

Race/Ethnicity

- African Americans are over-represented by+ 5%.
- Caucasians are over-represented by +15%.
- Latinos are under-represented by -10%.

Primary Language

- There are 3% fewer Spanish-speaking clients than beneficiaries of services. English speakers are over-represented by 16%.

➤ Both Regions

- Both regions show an under-representation of 0-17 year-olds and 65+ year-olds. 18-64 year-olds are over-served in both regions.
- Both regions have the highest disparity in the Hispanic population and have over-representation by both African Americans and Caucasians. The least percent of disparity with Hispanics is in Inpatient care for residents of the South Region.

Table 27: Outpatient Medi-Cal Clients by Region – FY 2006-2007³⁵

Demographics	North Region		South Region	
	#	%	#	%
Total	2309	100%	1,539	100%
Age:				
0-17	854	37.0%	451	22.7%
18-24	245	10.6%	181	9.1%
25-64	1166	50.5%	1,272	64.0%
65+	44	1.9%	83	4.2%
Race/Ethnicity:				
Am Indian/Alaska Native	25	1.1%	20	1.0%
Asian/Pacific Islander	132	5.7%	173	8.7%
Black/African Am	600	26.0%	741	37.3%
Hispanic	363	15.7%	236	11.9%
White/Caucasian	1147	49.7%	775	39.0%
Other/Unknown	42	1.8%	42	2.1%
Language				
English	2147	93.0%	1,860	93.6%
Filipino Dialects	12	0.5%	30	1.5%
Spanish	115	5.0%	50	2.5%
Other	35	1.5%	48	2.4%
Diagnosis				
Adjustment Disorders	166	7.2%	85	4.3%
Anxiety Disorders	287	12.5%	191	9.6%
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	349	15.1%	193	9.7%
Mood Disorders	757	32.5%	723	36.4%
Schizophrenia and Other Psychotic Disorders	620	20.8%	612	30.8%
Diagnosis Not Listed Above	355	11.9%	183	9.2%

³⁵ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

**Table 28: Outpatient Medi-Cal Clients Compared to Medi-Cal Beneficiaries by Region
FY 2006-2007³⁶**

Demographics	North Region		South Region	
	Clients	MC Beneficiaries %	Clients	MC Beneficiaries %
	%	%	%	%
Total	100%	100%	100%	100%
Age:				
0-17	37.0%	47.7%	22.7%	44.3%
18-24	10.6%	Included below	9.1%	Included below
25-64	50.5%	(18-64) 42.5%	64.0%	(18-64) 41.9%
65+	1.9%	9.8%	4.2%	13.8%
Race/Ethnicity:				
Am Indian/Alaska Native	1.1%	0.6%	1.0%	0.5%
Asian/Pacific Islander	5.7%	8.9%	8.7%	16.7%
Black/African Am	26.0%	20.6%	37.3%	35.3%
Hispanic	15.7%	36.1%	11.9%	22.6%
White/Caucasian	49.7%	27.8%	39.0%	18.4%
Other/Unknown	1.8%	6.0%	2.1%	6.5%
Language				
English	93.0%	67.6%	93.6%	71.1%
Filipino Dialects	0.5%	0.6%	1.5%	4.4%
Spanish	5.0%	24.6%	2.5%	15.7%
Other	1.5%	7.2%	2.4%	8.8%
Diagnosis				
Adjustment Disorders	7.2%	N/A	4.3%	N/A
Anxiety Disorders	12.5%		9.6%	
Disorders Usually First Diagnosed in Infancy, Childhood or Adolescence	15.1%		9.7%	
Mood Disorders	32.5%		36.4%	
Schizophrenia and Other Psychotic Disorders	20.8%		30.8%	
Diagnosis Not Listed Above	11.9%		9.2%	

➤ **North Region**

Overall

- 60% of Medi-Cal beneficiaries and 60% of clients served in this region.

Age

- The disparity between 0-17 year-old clients and beneficiaries is -10.7%.
- 18-64 year-olds are over-represented by +18.6%.
- The disparity in 65+ year-old clients is -7.9%.

Race/Ethnicity

- American Indians are over-represented by 0.5%.
- Asian/Pacific Islanders are under-represented by 3.2%
- African Americans are over-represented by +5.4%.
- Latinos are under-represented by -20.4%.
- Caucasians are over-represented by +21.9%.

³⁶ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

Primary Language

- Spanish speakers are under-represented by -24%.

➤ South Region

Overall

- 40% of clients and 40% of beneficiaries of services reside in this area.

Age

- 0-17 age group is under-represented by -24%.
- 18-64 year-olds are over-represented by +34%.
- Clients 65+ are under-represented by -9%.

Race/Ethnicity

- African Americans are over-represented by+ 4%.
- Caucasians are over-represented by +20%.
- Latinos are under-represented by -12%.

Primary Language

- Speakers of languages other than English are under-represented by 23%.

➤ Both Regions

- Both regions show an under-representation of 0-17 year-olds and 65+ year-olds. 18-64 year-olds are over-served in both regions.
- There is less disparity in the African American population in Outpatient care. Caucasians are an over-served population while Hispanics are grossly under-served.

Overall

- Both regions have the same percentage of clients and beneficiaries.

Age

- Approximately 50% of clients 0-17 years of age are being served while 30% of 65+ are being served.

Race/Ethnicity

- Universally, Caucasians and to a much lesser degree, African Americans, are over-served while Latinos continue to be under-represented.

Primary Language

- Following the racial/ ethnicity trend, English speaking clients were over-represented and Spanish speaking clients, under-represented.

D. Analysis

**Table 29: Comparison of Medi-Cal Clients to Medi-Cal Beneficiaries
FY 2006-2007³⁷**

Demographics	Medi-Cal Beneficiaries		Unduplicated Medi-Cal Clients		Client Disparity
	#	%			%
Total	57,120	100%	3,852	100%	NA
Age:					
0-17	26,733	46.8%	1,090	28.3%	-18.5%
18-64	25,875	45.3%	2,650	68.8%	+23.5%
65+	4,512	7.9%	112	2.9%	-5.0%
Race/Ethnicity:					
Am Indian/Alaska Native	286	0.5%	42	1.1%	+0.6%
Asian/Pacific Islander	6,854	12.0%	270	7.0%	-5.0%
Black/African American	14,908	26.1%	1,117	29.0%	+2.9%
Hispanic/Latino	17,879	31.3%	547	14.2%	-17.1%
White/Caucasian	13,766	24.1%	1,810	47.0%	+22.9%
Multi/Other/Unknown	3,427	6.0%	65	1.7%	-4.3%
Language:					
English	39,480	69.1%	3,594	93.3%	+24.2%
Filipino Dialects	1,200	2.1%	31	0.8%	-1.3%
Spanish	11,995	21.0%	146	3.8%	-17.2
Unknown/Other	4,445	7.8%	81	2.1%	-5.7%

Age

- Both the 0-17 and 65+ age groups are under-served while the 18-64 age groups is over-served.

Race/Ethnicity

- Both Hispanics and Asian/Pacific Islanders are under-served whereas American Indians (small sample size), African Americans (likely inappropriately served) and Caucasians are over-served.

Primary Language

- English speakers are over-served with a disparity of +25.3% while all other languages are under-served. With a large population of unknown/other languages it is essential that further information be gathered regarding these languages.

³⁷ Department of Mental Health, ITWS, FY 2006-07 Medi-Cal Clients; Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst).

E. Objectives

1) Report on progress toward current objectives

- Implementation of wellness and recovery programs in North County: Solano County has contracted with Crestwood to open three Neighborhood of Dream locations, one being in the most northern city of Dixon.
- Coordination with county primary care clinics: Both county clinics now have full time clinicians that are available to primary care doctors for mental health consultation as well as to patients for immediate mental health care.
- Expansion of clinic hours: Fairfield Clinic now has hours on Saturday.
- Solano County continues to have three committees that meet monthly and focus exclusively on the importance of diversity:
 1. Cultural Competency Committee- comprised of mental health staff, community providers and consumers. Usually attended by:
 - Clerical and direct service staff
 - Consumer Family Advocate
 - Consumers (one of whom takes meeting minutes) and family members
 - Cultural Competency Coordinator
 - Mental Health Senior Manager
 - Representation from contract agency, usually Caminar/Laurel Creek
 - Representative from Quality Improvement
 2. Diversity Committee- employee representation from multiple divisions throughout Health and Social Services. Usually attended by:
 - Clinical Supervisor from Children's Mental Health
 - County Equal Employment Opportunity Commission (EEOC) Director
 - Cultural Competency Coordinator
 - Health and Social Services (HSS) Epidemiologist
 - H&SS Training Coordinator
 - Representation from Eligibility services
 - Representation from Older Disabled Adult Services (ODAS)
 - Representation from Substance Abuse Treatment
 - Representative from Quality Improvement
 3. Excellence Committee which has employee representation from throughout the County.
 - Child Welfare Services Clinician
 - County EEOC Director
 - Cultural Competency Coordinator
 - H&SS Deputy Director
 - H&SS Director
 - Mental Health Administrator
 - Mental Health Clinician
 - Public Health Administrator
 - Representation from ODAS
 - Welfare Fraud Investigator Supervisor

2) Identify new/changed objectives

In creating the Cultural Competency Plan, Health & Social Services /Mental Health (H&SS/MH) division recognizes the importance of community input in both the formulation of future objectives and the need for ongoing participation in meeting the identified goals. To this end, there have been both countless individuals and numerous organizations that have been part of this planning process and are committed partners working together towards equitable mental health services to all Solano County residents.

Recruitment of Minority Staff

Although Solano County H&SS/MH recognizes that the recruitment of minority staff does not in and of itself translate into the provision of equitable services, HSS/MH does believe that a diverse staff can be an important component in ensuring equitable services to all county residents. In fact, multiple studies report “patients who have doctors of the same race have higher rates of satisfaction.” These studies define patient satisfaction as a “patient’s greater likelihood to keep follow-up appointments and comply with a prescribed medical regimen” (Is Cultural Competency a Backdoor to Racism?) (American Anthropological Association 2006). In addition, in recruiting minority staff, Health & Social Services recognizes the importance of developing organizational support and addressing issues of equity among staff and interns at the beginning, as well as throughout employment.

The following specific strategies have been designed to increase the recruitment of minority staff:

- Work to gain support of the Professional and Clerical-Technical County Employee Bargaining Units to increase bilingual compensation from \$55 biweekly to an additional 5% of salary for frequent use of Spanish.
- Work with County Human Resources to create a tiered system in which bilingual staff will receive pay differential, i.e., one tier for staff that speaks a second language and passes the verbal component of the county examination, and another tier for staff that passes both the written and verbal components of the county exam.
- Work closely with Mental Health Services Act Workforce Development Project and Solano County Human Resources to develop and implement a 20/20 program in which selected candidates are paid for 40 hours while being allowed to work 20 hours and attend school (related to social services) for 20 hours.
- Work closely with Mental Health Services Act Workforce Development Project and County Human Resources to explore the payment of stipends for the recruitment of minority graduate level interns beginning the 2008/09 academic year.
- Create a group of at least five minority graduate-level interns for the 2008-2009 academic year. Provide the time, space and facilitation (if desired) of weekly minority intern groups.
- Continue to specify bilingual/Spanish preferred for all recruitments.

Community Engagement

- Identify and implement at least two options to link mental health and employment services in the north area.
- Facilitate at least two focus groups involving the county’s Child Welfare Services to identify specific objectives in mental health and to reduce overrepresentation of African American youth in foster care.

- Implement at least 20% expansion of outpatient mental health services in North County by June 30, 2008.
- Develop a working relationship with Solano Community College- Human Services Program, University of California Berkeley- School of Social Work, Sacramento State University-School of Social Work, and Touro University- MSPAS/MPH Program by the beginning of the 2008/09 academic year.
- Revise Cultural Competency Policy and Procedures Manual and conduct trainings for each of the clinic supervisors and managers.
- Conduct Cultural Competency site assessments at each of the county and contract clinics. Make recommendations based on these assessments as to how each clinic can increase awareness of cultural diversity.
- The data clearly indicates that the geriatric population is under-served in mental health services throughout the county. In addressing this, the county will explore:
 1. Funding a pilot project targeting this population; and
 2. Actively work towards developing a Promotora model specific to the 65+ population.

Policy Development

- Develop and implement a recruitment policy for outreach to minority staff and for child psychiatrists.
- Work with County Human Resources Quality Improvement to specify American Indian as a separate ethnic group when collecting ethnic data on county and contract staff.
- Currently there is limited information that is easily accessible regarding Managed Care and Kaiser Clients. As contracts are renegotiated, the county will work closely with providers to ensure that the ethnicity and diagnoses of clients in their care are provided to the county quarterly in a readable format.
- Revise case consultations to ensure the inclusion of cultural issues are both discussed and recorded.
- Identify a specific model to be integrated in each of the county clinics that will:
 1. Serve as a reminder of the importance of cultural diversity and
 2. Provide a framework by which staff can operationalize cultural competency. Health & Social Services Mental Health will be implementing the AWARE Model (see below).
- Discuss possibility of delineating the county into three separate regions (North, South, and Central) in future planning of mental health resources.

A CCEPT the other person's behavior without judging it based on what that behavior means in your culture.

W ONDER what the other person's behavior means in his or her culture, rather than what it means in your culture.

A SK what it means to the person, showing a respectful interest.

R ESEARCH and read about the other person's culture so you are able to place their behavior in the context of their cultural world view.

E XPLAIN what their behavior means in your culture. Demonstrate or describe the behaviors in your culture that would express similar feelings or meanings, so they can learn new behaviors that will help them function in your culture.

*Based on material developed by Noel Day, Polaris Research & Development, San Francisco

Continuing Needs Identification

- Complete a needs assessment for the Filipino population and older adults living (and projected to move to) Solano County by June 30, 2008. This assessment will include at least two focus groups, a review of current providers of both mental health and general services and a detailed projection of the expected increase of these populations over the next ten years.
- Explore the high over-representation of African American children in foster care within the county. Organize a work group, including colleagues in Child Protective Services, to design specific intervention strategies, which may include targeted trainings.
- Explore the mortality rates of county residents, particularly Medi-Cal recipients and mental health consumers. Organize a work group, including colleagues in Public Health, to design specific intervention strategies which may include targeted trainings.

Training

- Conduct trainings on mental health issues specific to the Filipino culture and older adults by June 30, 2009.
- These trainings will have at least 75% attendance by direct service.
- Revise the cultural competency presentation required of all new county Health and Social Services staff to include the key findings and objectives of this plan.

3) Identify local trends

- Increasing Filipino population, especially in Vallejo
- Increasing 65+ population
- Increasing Hispanic population particularly Mexican and Mexican Americans (+5.0% county- wide from 2000 to 2006).

Table 30: Racial/Ethnic Trends in Solano County and California³⁸

Race/Ethnicity	Solano County			California		
	2000	2006	Change	1990	2000	Change
African American	15.0%	15.0%	No Change	7.0%	7.0%	No Change
Asian/Pacific Islander	13.0%	15.0%	+2%			
Caucasian	56.0%	52.0%	-4%	57.0%	47.0%	-10.0%
Latino/Hispanic	17.0%	22.0%	+5.0%	26.0%	32.0%	+6.0%

Table 31: 3-Year County Trend for Medi-Cal Clients Compared to Non-Medi-Cal Clients³⁹

Solano County	Clients					
	2004-2005		2005-2006		2006-2007	
	#	%	#	%	#	%
Medi-Cal Clients	3,822	57%	3,825	48%	3,852	49%
Non-Medi-Cal Clients	1,618	24%	1,567	20%	1,772	19%
Managed Care Clients	1,274	19%	1,311	16%	1,368	17%
Kaiser Clients	Unknown		1,285	16%	1,244	15%
Total Clients		100.0%		100.0%		100.0%

³⁸ U.S. Census Bureau: Census 2000

³⁹ Kaiser Database, Managed Care Database, Insyst Database

Table 32: 3-Year County Trend for Medi-Cal Beneficiaries⁴⁰

Demographics	Medi-Cal Beneficiaries					
	Average 2004		Average 2005		Average 2006	
	#	%	#	%	#	%
Total	54,516	100%	54,482	100%	57,230	100%
Age:						
0-17	25,077	46.0%	25,234	44.0%	29,187	51.0%
18-64	22,897	42.0%	25,807	45.0%	22,892	40.0%
65+	6,542	12.0%	6,308	11.0%	5,151	9.0%
Race/Ethnicity:						
Am Indian/Alaska Native	545	1.0%	0	0.0%	572	1.0%
Asian/Pacific Islander	7,087	13.0%	6,308	11.6%	4,578	8.0%
Black/African American	11,994	22.0%	13,764	25.2%	14,308	25.0%
Hispanic/Latino	15,810	29.0%	20,646	37.9%	19,458	34.0%
White/Caucasian	16,355	30.0%	12,617	23.1%	16,024	28.0%
Other/Unknown	2,726	5.0%	1,147	2.1%	2,289	4.0%
Language						
English	NA		NA		NA	
Spanish	NA		NA		NA	
Other/Unknown	NA		NA		NA	

Number of Beneficiaries

- There was statistically no change from 2004 to 2005. There was a 5% increase in beneficiaries from 2005 to 2006.

Age

- There was a 2% decrease among those 0-17 years old from 2004 to 2005, then a 7% increase from 2005 to 2006.
- There was a 3% increase among those 18-64 years old from 2004 to 2005, then a 5% decrease from 2005 to 2006.
- Among those 65 and older there has been a steady decrease, 12% to 11% from 2004 to 2005, then to 9% in 2006.

Race/Ethnicity

- Medi-Cal beneficiary information is not available for the American Indian population in 2005. There was statistically no change for 2004 and 2006.
- There was a 2% decrease in Asian/Pacific Islander beneficiaries from 2004 to 2005 and a 3% decrease from 2005 to 2006.
- There was a 1% increase in African American beneficiaries from 2004 to 2005 and a 2% increase from 2005 to 2006.
- There was an increase of 7% among Hispanic beneficiaries from 2004 to 2005 then a 2% decrease from 2005 to 2006.
- There was a 7% decrease from 2004-2005 among Caucasians. From 2005-2006 there was a 5% increase among Caucasians.

Primary Language

- No information regarding language among Medi-Cal beneficiaries is available.

⁴⁰ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

Table 33: 3-Year County Trend for Medi-Cal Clients⁴¹

Demographics	Medi-Cal Clients					
	2002-2003		2003-2004		2004-2005	
	#	%	#	%	#	%
Total	4,333	100%	4,579	100%	4,756	100%
Age:						
0-17	1,451	33.5%	1,598	34.9%	1,577	33.2%
18-64	2,687	62.0%	2,776	60.6%	2,977	62.6%
65+	195	4.5%	205	4.5%	202	4.2%
Race/Ethnicity:						
Asian/Pacific Islander	245	5.7%	259	5.7%	278	5.8%
Black/African American	1,336	30.8%	1,396	30.5%	1,481	31.2%
Hispanic	485	11.2%	532	11.6%	504	10.6%
White/Caucasian	2,129	49.1%	2,217	48.4%	2,313	48.6%
Unknown/Multi/Other	138	3.2%	175	3.8%	180	3.8%
Language						
English	4,092	94.4%	4,300	93.9%	4,497	94.6%
Spanish	104	2.4%	126	2.8%	111	2.3%
Other/Unknown	137	3.0%	153	3.3%	148	3.1%

Number of Medi-Cal Clients

- There was a 6% increase in Medi-Cal clients from FY 02/03 to FY 03/04 and a 4% increase from FY03/04 to FY 04/05.

Age

- Among 0-17 year-olds there was a 1.5% increase from 2002/03 to 2003/04, then a 1.7% decrease from 2003/04 to 2004/05.
- There was a 1.4% decrease among 18 to 64 year-olds from 2002/03 to 2003/04, then a 2.0% increase from 2003/04 to 2004/05.
- Among 65 and older there has been statistically little change from 2002 to 2005.

Race/Ethnicity

- The county database (InSyst) incorporated American Indians in the “Other” ethnic category. Therefore, there are no specific Medi-Cal client trend data for the American Indian population.
- Statistically there has been no change in the Asian/Pacific Islander Medi-Cal client population from 2002 to 2005.
- There has been less than 0.5% variance among African American Medi-Cal clients from 2002 to 2005.
- The variance among Hispanic and Caucasian clients with Medi-Cal has not been greater than 1.0% from 2002 to 2005.

Primary Language

- There has been virtually no change in primary language spoken by Medi-Cal clients from 2002 to 2005.

⁴¹ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

II. ORGANIZATIONAL AND SERVICE PROVIDER ASSESSMENT UPDATE

1) Human Resources Assessment Data

A) Current Composition

1) a.-e. Race and Ethnicity by Function

Table 34: Staff Race/Ethnicity by Function and Provider

October 2007⁴²

Function	County		Contract Agencies	
	#	%	#	%
Total	233	100%	186	100%
Admin/Management:	36	15.5%	19	9.9%
African American	2	0.9%	0	0.0%
Asian/Pacific Islander	5	2.1%	0	0.0%
Hispanic	3	1.3%	2	1.1%
White/Caucasian	26	11.2%	17	8.9%
Direct Services:	156	66.9%	149	80.1%
African American	24	15.4%	20	13.4%
Asian/Pacific Islander	13	8.3%	13	8.7%
Hispanic	19	12.2%	24	16%
White/Caucasian	90	58.0%	87	58.4%
Multi/Other/Unknown	10	6.4%	5	3.4%
Support Services	41	17.2%	19	10.2%
African American	10	24.4%	2	10.5%
Asian/Pacific Islander	6	3.0%	2	10.5%
Hispanic	5	2.1%	5	26.3%
White/Caucasian	19	46.3%	10	52.6%
Other/Multi/Unknown	1	2.4%		
Interpreters:			NA	N/A
Punjabi	1	0.4%		
Spanish	22	9.4%		
Tagalog	2	0.9%		

➤ Admin/Management

- 16.0% of county staff and 10.0% of contracted staff work in Admin/Mgmt.
- There is no African or Asian American administrative staff working at contracted agencies.

➤ Direct Services

- 63.0% of county staff and 80.0% of contracted staff provide direct services to clients.
- There is 50.0% more Hispanic staff that provides direct services to clients at contracted agencies than in the county.

➤ Support Services

- Over 50.0% more staff in this category at the county than at contracted agencies.
- Higher percentages of African and Asian Americans working in support services at the county than at contracted agencies.

⁴² Solano County Health & Social Services/ Mental Health Division Human Resource Database: People Soft

Table 35: Staff Ethnicity by Function for County, Contract Agency and Both Combined – October 2007⁴³

Function	County		Contracted Agencies		County/Contracted Combined	
	#	% All Staff	#	% All Staff	#	% All Staff
Total:	233	100%	187	100%	420	100%
All Functions:						
African American	36	15.5%	22	12.0%	58	13.8%
Asian/Pacific Islander	24	10.3%	15	7.6%	39	9.1%
Hispanic	27	11.6%	31	16.4%	58	13.7%
White/Caucasian	135	57.9%	114	61.2%	249	59.6%
Other/Multi/Unknown	11	4.7%	5	2.8%	16	3.8%
Admin/Management:	36	15.5%	19	9.9%	55	13.4%
African American	2	5.6%	0	0.0%	2	9.1%
Asian/Pacific Islander	5	13.9%	0	0.0%	5	3.6%
Hispanic	3	8.3%	2	10.5%	5	9.1%
White/Caucasian	26	72.2	17	89.5%	43	78.2%
Direct Services:	156	67.8%	149	79.9%	305	72.0%
African American	24	15.4%	20	13.4%	44	11.2%
Asian/Pacific Islander	13	10.3%	13	8.7%	26	12.5%
Hispanic	19	12.2%	24	9.4%	43	14.6%
White/Caucasian	90	57.7%	87	58.4%	177	60.0%
Other/Multi/Unknown	10	6.4%	5	3.4%	5	1.7%
Support Services:	41	16.7%	19	10.2%	60	14.6%
African American	10	24.4%	2	10.5%	12	20.0%
Asian/Pacific Islander	6	14.6%	2	10.5%	8	13.3%
Hispanic	5	12.2%	5	26.3%	10	16.7%
White/Caucasian	19	46.4%	10	52.7%	29	48.3%
Other/Multi/Unknown	1	2.4%	0	0.0%	1	1.7%

County and contract agencies staff combined

➤ **All Functions**

- Significant under-representation of African American and Hispanic staff
- Slight under-representation of Asian/Pacific Islander staff
- Significant over-representation of Caucasian staff

➤ **Administration/Management**

- 9.1% African Americans (exclusively county employees)
- 3.6% Asian Americans (exclusively county employees)
- 9.1% Hispanic Americans
- 78.2% Caucasians (90% of contracted agencies' admin are Caucasian)

⁴³ Solano County Health & Social Services/ Mental Health Division Human Resource Database: People Soft; Managed Care database: Share Care

- **Direct Services**
 - 11.2% African American
 - 12.5% Asian Americans
 - 14.6% Hispanic
 - 60.0% Caucasian

- **Support Services**
 - 15.5% African American
 - 20.7% Asian Americans
 - 17.2% Hispanic
 - 32.8% Caucasians

- **Interpreters**
 - 11% of staff speak Spanish

Table 36: Percentage of Clients, Staff Functions and Target Populations – October 2007

Ethnicity	% Clients	%All Functions	% Admin	% Direct	% Support	% Target Pop
African American	29%	15%	1%	8%	2%	26%
Asian/Pacific Islander	3%	-	-	-	-	3%
Caucasian	47%	59%	10%	42%	7%	24%
Filipino	4%	-	-	-	-	9%
Hispanic	13%	14%	1%	10%	2%	31%

African American staff is under-represented by -14% of current clients and by -11% of the target population. African Americans are particularly under-represented in management positions (1%).

As previously noted, it is not currently possible to identify Filipino staff from the general Asian/Pacific Islander population as the county's human resources' database (PeopleSoft) does not distinguish between the two. In future plans the Filipino staff will be distinguished from the general Asian/Pacific Islander population in order to better ascertain needs and delivery of services.

Caucasians are over-represented by +12% compared to clients currently served and by +35% compared to the target population of Caucasians.

Hispanics are over-represented by +1% compared to clients currently served and under-represented by 17% compared to the target population of Hispanics. Hispanics, like African Americans, are particularly under-represented in management position (1%).

3) A.-e. Bilingual Staff by Function by Language

Note: For this plan, analysis of bilingual status refers solely to staff that is fluent in both English and Spanish. Primary speakers of languages other than English represent ≤3% of Medi-Cal beneficiaries and ≤3% of clients in the county. Analysis of groups with such small numbers results in unstable rates. This in no way denies the importance of any racial/ethnic group. The Department acknowledges the necessity of ensuring services on the individual level and therefore strives to be responsive to clients of all races and ethnicities. To that end, the county contracts with Bay Area Translations that provides interpreters for consumers and family members who speak a primary language other than English, including American Sign Language. Bay Area Translators staff is assigned to work in mental health to ensure competence in interpreting language particular to mental health.

Table 37: Spanish-Speaking Staff – October 2007⁴⁴

Function	County		Contracted Agencies		Total	
	#	%	#	%	#	%
Total:	23	100%	30.6	100%	55.6	100%
Admin/Management:	1	4.0%	2	6.0%	3	9.0%
Direct Services:	19	83.0%	23.5	77.0%	42.5	76.0%
Support Services:	3	12.0%	5.1	17.0%	8.1	15.0%

➤ **All Functions**

- 23 staff has been certified by the county as speaking Spanish–10% of all mental health staff.
- 1 administrative/management staff is certified as speaking Spanish.
- Of Spanish speaking staff– 83% work in direct services and 12% in support services.

➤ **Administration/Management**

- 1 Staff Person

➤ **Direct Services**

- 83% of Spanish speaking staff is in direct services.

➤ **Support Services**

- 12%of Spanish speakers are in supportive services.

⁴⁴ Solano County Health & Social Services/ Mental Health Division Human Resource Database: People Soft

3) a.-e. **Staff Proficiency in Reading and/or Writing Language Other Than English**

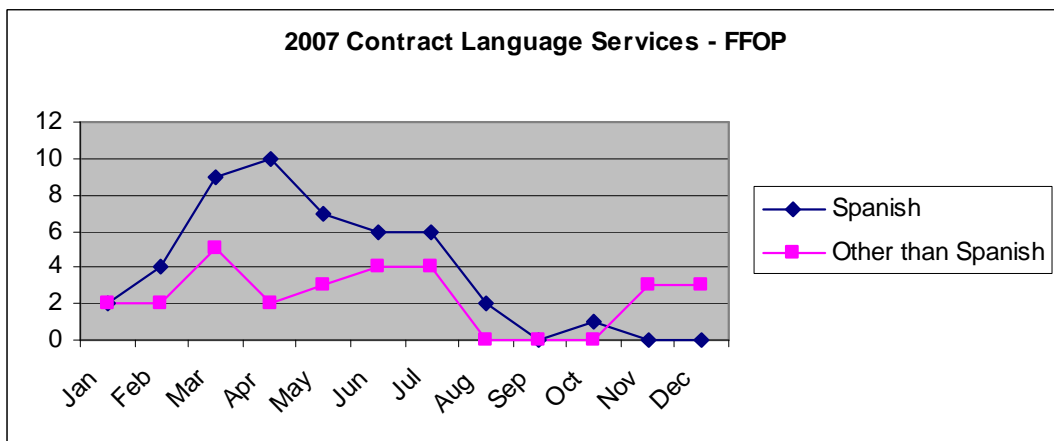
Table 38: Staff Proficiency in Reading/Writing Spanish – October 2007⁴⁵

Function	County		Contracted Agencies		Total	
	#	%	#	%	#	%
Total:	23	100%	31	100%	56	100%
Admin/Management:	1	12.0%	2	6.0%	5	9.0%
Direct Services:	19	76.0%	24	77.0%	43	76.0%
Support Services:	3	12.0%	5	17.0%	8	15.0%
% Total Provider Staff		10.0%		17.0%		15.0%

➤ **All Functions**

- 10% of all staff read and/or write Spanish.

The graph below highlights the impact that hiring bilingual staff has on the use of contracted interpreting services. As this graph clearly indicates, contracted bilingual services decreased after a bilingual (English/Spanish speaking) psychiatrist was hired in August 2007. Far more important than the number of contracted interpreting services, is the positive impact that communicating directly in a primary language has in relationships and treatment compliance.



⁴⁵ Solano County Health & Social Services/ Mental Health Division Human Resource Database: People Soft

B) Location

1) a.-e. Ethnicity by Function

Table 39: Staff Ethnicity by Function by Location – October 2007⁴⁶

Function	North Region		South Region	
	#	% All Staff	#	% All Staff
Total: 233	195	83.7%	38	16.3%
Admin/Management:	28	12.0%	6	2.6%
African American	2	7.1%	0	0.0%
Asian/Pacific Islander	4	14.3%	1	16.7%
Hispanic	3	10.7%	0	0.0%
White/Caucasian	21	75.0%	5	83.3%
Direct Services:	133	57.1%	25	10.7%
African American	19	14.3%	5	20.0%
Asian/Pacific Islander	7	5.3%	5	20.0%
Hispanic	16	12.0%	3	12.0%
White/Caucasian	78	13.5%	12	48.0%
Support Services:	34	14.6%	7	3.0%
African American	8	23.5%	2	28.6%
Asian/Pacific Islander	5	14.75%	1	14.3%
Hispanic	4	11.8%	1	14.3%
White/Caucasian	16	47.1%	3	42.9%
Interpreters:				
Hispanic	19	8.2%	4	1.7%

➤ **North Region**

- 10% of staff are Latino compared to 36% Latino Medi-Cal beneficiaries—a significant disparity of -20%.
- There are 16 Latino direct staff and 4 Latino support staff.
- 14% of staff and 21% of beneficiaries are African American- a disparity of -7%.

➤ **South Region**

- 1% of staff is Latino compared to 23% Latino Medi-Cal beneficiaries—a significant disparity of -22%
- There are 3 Latino direct staff and 1 Latino support staff.
- 3% of staff and 35% of beneficiaries are African American—a significant disparity of -32%

⁴⁶ Solano County Health & Social Services/ Mental Health Division Human Resource Database: People Soft

2) a.-e. **Bilingual Staff by Function and Language**

Table 40: Spanish-Speaking and Proficiency in Reading & Writing Staff by Function by Location – October 2007⁴⁷

Function	North Region		South Region		County Total	
	#	%	#	%	#	%
Total:	19	100%	4	100%	23	100%
Admin/Management:	0	0.0%	1	25.0%	1	4.4%
Direct Services:	16	84.2%	3	75.0%	19	82.6%
Support Services:	3	15.8%	0	0.0%	3	13.0%
% Total Region Staff		82.6%		17.4%		11.0%

➤ **North Region**

- 19 (10%) staff speaks Spanish.
- 36% of Medi-Cal beneficiaries in this region are Hispanic- but only 13% of clients in this region are Hispanic.
- 16 (9%) of staff speak Spanish and work in direct services.

➤ **South Region**

- 6 staff members are Spanish-speaking—3 are in direct services and 3 are support staff.
- 23% of Medi-Cal beneficiaries in this region are Hispanic- but only 11% of clients in this region are Hispanic.
- 3 (8%) staff speak Spanish and work in direct services.

⁴⁷ Solano County Health & Social Services/ Mental Health Division Human Resource Database: People Soft

B. HR Analysis

Table 41: Comparison of Direct Staff to Medi-Cal Beneficiaries For Race/Ethnicity and Primary Language – October 2007⁴⁸

Direct Staff	Medi-Cal Beneficiaries		County/Contract Direct Staff		Disparity
	#	%	#	%	
Total	57,120	100%	420	100%	
Ethnicity:					
African American	15,092	26.4%	58	13.8%	-10.0%
Am Indian/Alaska Native	298	0.5%	Unknown	Unknown	N/A
Asian/Pacific Islander	6,848	12.0%	39	9.3%	-2.7%
Hispanic	17,606	30.8%	58	13.8%	-17.0%
White/Caucasian	13,755	24.1%	249	59.3%	+35.2%
Other/Multi/Unknown	3,521	6.2%	16	3.8%	-2.4%
Language:					
Spanish	12,037	21.1%	22	12.1%	-9.0%

Race/Ethnicity

- There is a serious shortage of Latino staff in direct services compared to Latino beneficiaries of Medi-Cal.

Primary Language

- A corresponding disparity exists between 44.2% Spanish-speaking Medi-Cal beneficiaries and 12.1% Spanish-speaking staff for a disparity rate of 32%.

Table 42: Comparison of Direct Staff to Medi-Cal Clients For Race/Ethnicity and Primary Language – October 2007⁴⁹

Direct Staff	Medi-Cal Clients		County/Contract Direct Staff		Disparity
	#	%	#	%	
Total	3,852		420	100%	-
Race/Ethnicity:					
African American	1,117	29.0%	58	13.8%	-15.2%
Am Indian/Alaska Native	46	1.2%	Unknown	Unknown	N/A
Asian/Pacific Islander	266	6.9%	39	9.3%	+2.4%
Hispanic	559	14.5%	58	13.8%	+0.7%
White/Caucasian	1,795	46.6%	249	59.3%	+12.7%
Other/Multi/Unknown	69	1.8%	16	3.8%	+2.0%
Language:					
Spanish	137	3.6%	22	5.2%	+1.6%

⁴⁸ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst), Solano County Health & Social Services/ Mental Health Division Human Resource Database: People Soft

⁴⁹ Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst), Solano County Health & Social Services/ Mental Health Division Human Resource Database: People Soft

Race/Ethnicity

- The gap between Latino staff in direct services and Latino Medi-Cal clients is -0.7%.

Primary Language

- There are 9.4% more Spanish-speaking clients than staff.

C. Objectives

1) Report on progress toward current human resource objectives

- Recruitment of bilingual (Spanish/English) has continued with limited success.
- New H&SS staff has attended the Cultural Competency overview. This training has been incorporated into the orientation of all new HSS staff.

2) Identify new or changed objectives

- Coordination with MHSA will allow for innovative recruitment to train and recruit needed positions such as Spanish speaking clinical staff and child psychiatrists.

3) Identify local trends in human resources

- Recruitment of bilingual staff and child psychiatrists continues to be a challenge for this and neighboring counties.

III. TRAINING IN CULTURAL COMPETENCE (JULY 1, 2006- JUNE 30, 2007)

Table 43: Cultural Competence Training Provided by MHP⁵⁰

Training Event	Description	Attending		Date
		#	Function	
NAMI - In Our Own Voice	Overview of client culture and personal recovery	17	Support Direct/MHP Administration	10/16/07
Cultural Competency New Employee Orientation	Overview of Cultural Competency and its importance in SCMH	3	Support Direct/MHP Administration	8/1/07
Vallejo Intertribal Council Presentation	Overview of Native American experience in Solano County	25	Support Direct/MHP Administration	5/22/07
Cultural Competency New Employee Orientation	Overview of Cultural Competency and its importance in SCMH	3	Support Direct/MHP Administration	3/7/2007
Cultural Competency New Employee Orientation	Overview of Cultural Competency and its importance in SCMH	3	Support Direct/MHP Administration	12/6/2006
Cultural Competency New Employee Orientation	Overview of Cultural Competency and its importance in SCMH	4	Support Direct/MHP Administration	9/6/2006

⁵⁰ Mental Health/Cultural Competence Folder/Training Log

Table 44: Cultural Competence Training Provided By External Agencies⁵¹

Training Event	Description	Attending		Date
		#	Function	
Peer Employment Training	Two Week Intensive Peer training by Recovery Innovations	20	Direct/MHP	8/13/07 - 8/24/07

IV. CCP SELECTED REQUIREMENTS

1) Ease with which culturally and linguistically diverse populations can Obtain services.

A) Evidence of a study or analysis of the above factors.

- Study Name: Clinic Reception Area Quality Survey
- Objective: To ensure that the reception area renovations are culturally sensitive and inviting.
- Methodology: Voluntary surveys were made available in the fall 2006 at clinic reception areas. Results were gathered in a database and impacted renovation decisions.

B) Evidence that the MHP’s program is adjusted and the plan implemented

- Reception area renovations were impacted by the feedback gathered from consumer surveys. SCMh thought it essential for consumers to be involved in the many decisions that were involved in the renovations as well as continuing operation within the reception areas such as type of furniture and art work, available literature and available entertainment, i.e., television stations.

The surveys and results are included as Attachments A and B, respectively.

2) Penetration Rates:

- A) Track penetration rates by ethnic group**
- B) Compare these rates across ethnic groups**
- C) Compare rates of ethnic groups in the Medi-Cal beneficiary group**
- D) Analyze rates by age, diagnosis, gender and primary language of Medi-Cal mental health clients to identify potential problem areas**
- E) Establish a “percent improvement” for penetration and retention rates of Ethnic groups and low penetration/retention rates**
- F) Take specific actions to meet the “percent improvement” improvement in “D” above.**

⁵¹ Mental Health/Cultural Competence Folder/Training Log

Table 45: Penetration Rates for Medi-Cal Beneficiaries⁵²

Demographics	Penetration Rates	
	Solano County 2006 - 2007 Most current fiscal years available	California 2002-2003 Most current fiscal years available
Age:		
0-17	4.31%	5.08%
18-64	15.42%	9.42%
65+	2.35%	1.72%
Race/Ethnicity:		
Am Indian/Alaska Native*	19.13%	6.07%
Asian/Pacific Islander	5.61%	2.41%
Black/African American	10.42%	6.07%
Latino/Hispanic	3.53%	2.26%
White/Caucasian	16.77%	9.57%
Primary Language:		
English	12.00%	NA
Spanish	1.14%	
Filipino Dialects	3.71%	
Other	2.57%	

*Small sample size

Overall Penetration Rate

- The county is less than 1% below the states penetration rate for 0-17 year-olds and less than 1% higher for the 65+ population. The county is performing better than 50% higher in reaching adults 18-64 years-old.

Race/Ethnicity

- The county has a very high penetration rate for American Indians in large part due to the small sample size.
- Overall the county is above the penetration rates compared to the state in all races/ethnicities. Consistently, the greatest opportunity for improvement is in reaching the Latino population.
- Latinos have the lowest penetration rate of the major racial/ethnic groups yet they make up the largest percent of Medi-Cal beneficiaries (31%)

Primary Language

- The penetration rate for Spanish-speaking clients is the lowest of all languages.

⁵² California Department of Health Services, Fiscal Forecasting and Data Management Branch

Table 46: Penetration Rates Compared to Medi-Cal Beneficiaries – FY 2006-2007⁵³

Demographics	Penetration Rates	
	Penetration	Medi-Cal
Total:		
Age:		
0-17	4.3%	46.0%
18-64	15.4%	42.0%
65+	2.3%	11.0%
Race/Ethnicity:		
Am Indian/Alaska Native	19.1%	1.0%
Asian/Pacific Islander	5.6%	12.0%
Black/African American	10.4%	26.0%
Latino/Hispanic	3.5%	31.0%
White/Caucasian	16.8%	24.0%
Primary Language:		
English	12.0%	69.0%
Filipino Dialects	3.7%	2.0%
Spanish	1.1%	21.0%
Other	2.6%	7.0%

Improvement Plan

- **Establish a percent improvement**
 - The Latino penetration rate will be increased by 2% within 2 years.
 - The penetration rate of age 65+ will be increased by 2% within 2 years.
- **Take specific actions to meet percent improvement**
 - In conjunction with MHSA Workforce Development, a strategic plan will be finalized by March 30, 2008 detailing how the penetration rate for Latino Medi-Cal beneficiaries will be improved.

C. Retention Rates:

1) Track retention rates

- By ethnic group;
- Compare these rates across ethnic group
- Compare these rates of ethnic groups in the Medi-Cal beneficiary population
- Analyze these rates by age, diagnosis, gender and primary language

⁵³ California Department of Health Services, Fiscal Forecasting and Data Management Branch, Solano County Department of Health & Social Services, Division of Mental Health Database (InSyst)

–Adults–

Definition Retention Rate for Adults: Clients were considered *retained* if they had their first non-crisis outpatient visit during the fiscal year, and had at least two or more outpatient visits in the following 6 months.

Table 47: Retention Rates for Adult Medi-Cal Clients – FY 2006-2007 ⁵⁴

Demographics	Clients with First Non-Crisis Visit		Clients Retained	
	#	%	#	%
Total:	1063	100%	902	85%
Age:				
18-64	1046	98.4%	888	84.9%
65+	17	1.6%	14	82.4%
Gender:				
Female	586	55.1%	500	85.3%
Male	476	44.8%	402	84.5%
Race/Ethnicity:				
Am Indian/Alaska Native	18	1.7%	17	94.4%
Asian/Pacific Islander	67	6.3%	63	94.0%
Black/African American	320	30.1%	268	83.8%
Latino/Hispanic	131	12.3%	108	82.4%
White/Caucasian	504	47.4%	426	84.5%
Other	23	2.2%	20	87.0%
Primary Language:				
English	979	92.1%	830	84.8%
Spanish	33	3.1%	30	90.9%
Unknown	51	4.8%	42	82.4%

Overall Retention Rate

- 84.9% of adult Medi-Cal clients meet the retention criteria.
- Adults 65- have a 2.5% better retention rate than adults 65+.

Gender

- Over 11% more new female clients
- Less than 1% difference between gender retention rates

Race/Ethnicity

- 47% of new outpatient clients are Caucasian, 30% are African American, 12% are Hispanic and 6% are Asian.
- Among ethnicities with more than 50 clients, Asians have the highest retention rate with 94%, followed by Caucasians with 85%, then African Americans with 84%, then Hispanics with 82%.

Primary Language

- 92% of new clients are English-speaking, 3% are Spanish speaking and 5% speak another language and/or this information was not obtained. Only among English speaking are there enough clients to measure retention- 85%.

⁵⁴ California Department of Health Services, Fiscal Forecasting and Data Management Branch

2) Improvement Plans

➤ Establish a percent improvement

- With the growing Asian population, particularly among Filipinos, clients with non-crisis visits will increase to over 100 for the next fiscal year. The retention rate will remain above 90% even with an increase of clients.
- Specific objectives have been set to increase outreach to the Hispanic population. The implementation of the Promotora Model within county mental health care will increase retention rates by 5% to 87%, or higher, for subsequent reporting periods.
- Greater input among African American staff and consumer input, as well as specific trainings, will result in a 5% increased retention rate, i.e., from 84% to at least 89%, among African Americans.

➤ Take specific actions to meet % improvement

–Children/Youth–

1) Retention rates by age, gender and race

Table 48: Retention Rates for Children/Youth Medi-Cal Clients – FY 2006-2007⁵⁵

Demographics	Clients with First Non-Crisis Visit		Clients Retained	
	#	%	#	%
Total:	731	100.0%	696	95.2%
Age: 0-17	731	100.0%	696	95.2%
Gender: Female	312	42.7%	302	96.8%
Male	419	57.3%	394	94.0%
Race/Ethnicity: Am Indian/Alaska Native	6	0.8%	6	100.0%
Asian/Pacific Islander	32	4.4%	29	90.6%
Black/African American	277	37.9%	260	93.9%
Latino/Hispanic	160	21.9%	154	96.3%
White/Caucasian	247	33.8%	240	97.2%
Language:	NA		NA	

Overall Retention Rates

- The overall retention rate for children and youth ages 0-17 is 95%.

Gender

- More males were first-time Outpatient clients than females- 57% compared to 43%, respectively.
- Females have a 3% greater retention rate.

⁵⁵ California Department of Health Services, Fiscal Forecasting and Data Management Branch

Race/Ethnicity

- All 6 of the American Indian/Alaskan Native youth were retained.
- The highest percentage of new clients 17 years-old and under is African American with 38%, followed by Caucasians with 34%, then Hispanics with 22%, then Asians with 4%.
- Caucasians have the highest retention rate with 97%, followed by Hispanic youth with 96%, then African Americans with 94%, then Asian youth (N=32) with 91%.

Table49: Retention Rates for Clients with First Non-Crisis Visit – FY 2006-2007⁵⁶

Race/Ethnicity	Clients with First Non-Crisis Visit	
	Youth (17-)	Adult (18+)
African American	37.9%	30.1%
Asian/Pacific Islander	4.4%	6.3%
Caucasian	33.8%	47.4%
Latino/Hispanic	21.9%	12.3%

- Among new clients, there is significantly less disparity among African American, Caucasian and Hispanic youth than there is among these adult populations.
- There is a lower rate of first-time clients among Asian/Pacific Islander youth than within the Asian/Pacific Islander adult population.

⁵⁶ Division of Mental Health Database (InSyst)

➤ **Improvement Plan**

The new Mental Health Director has used current fiscal constraints facing the Solano County Mental Health Division as an opportunity to redesign the mental health system. Central to these efforts has been an increased focus on wellness recovery concepts that reflect the cultural diversity of Solano County. In practical terms, the new director is generating new policies and procedures for service delivery operations and is involving consumers, family members, and cultural competency staff in the drafting and finalizing of those policies. In addition, through the Mental Health Services Act Workforce Education Training Plan, recruitment and retention of ethnic specific staff is a strategy that will be both funded and implemented upon approval of the plan. With those changes, we hope to implement the objectives mentioned on pages 42-44 toward the following outcomes:

Client Penetration

Increase penetration among:
Asian/Pacific Islanders from 5.61% to at least 7.0%
Hispanics from 3.53% to at least 5.0%
65+ populations from 2.35% to at least 3.75%

Client Disparity

Decrease the disparity among:
Asian/Pacific Islanders from -5.0% to at the highest -4.0%
Hispanics from -17.1% to at the highest -15.1%

Staff Diversity

10% increase in minority staff in management/supervisory positions
10% increase in minority staff in clinical positions

This obviously is not an exhaustive outline as the Division has a commitment to improve services to all consumers and will work tirelessly to that end. Pilot projects, designing more efficient and culturally inclusive services and researching and developing recruitment strategies will drive our service delivery more now than ever before.