Cultural and linguistic competence are widely recognized as fundamental aspects of quality in behavioral health care, and as essential strategies for reducing disparities by improving access, utilization, and overall service delivery.

Whether you are well-versed in cultural and linguistic competence or just getting started, you can expand your knowledge and skills in how to be more culturally responsive through three FREE online courses that are available from the Southern Coast ATTC/Florida Certification Board!

Through funding provided by the Florida Department of Children and Families Mental Health and Substance Abuse Program Office (Contract #LD 948), these self-paced courses challenge learners to examine personal and/or organizational philosophies, biases, behavior and practices, and offer strategies and tools that sequentially build specific knowledge, attitudes and skills that can have profound effects for the persons they serve.

All courses use an interactive instructional format and vary the learning process through reading materials, videos, activities, and personal or organizational assessment tools.

**Cultural Awareness (for anyone) – 3 CEUs**

Cultural awareness is a major element and the first dimension of cultural competence. This course focuses on building understanding about culture and how it plays a role in shaping how people perceive reality, acquire a sense of self, think, feel, behave, and understand the behaviors of others. This involves bringing to the learner’s awareness their own internalized beliefs, values, norms, stereotypes, and biases. The course will offer tools to help learners conduct personal assessments of their own responses, biases and cultural preconceptions.

This content provides a critical baseline for the other two courses.

The specific course objectives are to:

- Explore the various definitions and dimensions of culture.
- Examine the four stages of cultural awareness.
- Describe the elements of and steps in forming cultural identity.
- Structure activities so learners can clarify and assert their personal cultural identities.
- Explain how to recognize the cultural identity of others.

**Multicultural Counseling (for experienced counselors) – 5 CEUs**

This course expands personal awareness to include multicultural awareness, and seeks to develop insight into how cultural identities and influences impact the counseling relationship. It explores the origins and theories of multicultural counseling, and identifies the competencies and accompanying skills that a counselor can immediately put into practice.
The specific course objectives are to:

• Increase understanding of multicultural counseling and the importance of becoming a culturally skilled counselor.
• Explore how rates of counselor self-efficacy relate to, or predict, multicultural counseling competency.
• Expand thinking about the competencies that underlie culturally competent service provision.
• Introduce several models and the six dimensions of multicultural counseling.
• Increase knowledge of specific culturally responsive approaches and techniques that can be readily incorporated into counseling practices.
• Investigate various aspects of ethical counseling practices and decision-making when working with multicultural clients.

Organizational Cultural Competence (for senior level staff of community-based organizations) – 5 CEUs

The primary purpose of this course is to take a close look at how organizations can make cultural competency come alive in organizations. It explores cultural and linguistic competence from an organizational perspective and provides a variety of frameworks for organizational development or capacity building.

The specific objectives for the course are to:

• Show why organizational cultural competence is not only the right thing to do, but also the smart thing to do.
• Define organizational cultural competence.
• Examine the stages and facets of “multicultural organizational development.”
• Explore organizational change and reflect upon stage-based strategies to build the multicultural capacity of the organization.
• Encourage and guide organizations in the initial steps of conducting organizational assessments and planning.
• Share tools for organizational assessment of cultural and linguistic competence.
• List and/or provide publications, other tools, resources and websites that can help organizations move towards cultural proficiency.

It’s easy to access these courses!

2. Create a New User Account; confirm your email address for the account to begin the courses.
3. On the home page of the Education Platform, click on the section entitled “SCATTC Self-Paced Courses” to find the cultural competence series
4. Click on the course you want to take and follow the registration prompts. No payment is needed.
5. Enter the word culture in the box that asks for an Enrollment Key. This word is the key for all three courses.
6. You are now ready to begin! You can come and go in the course as often as you want.

You must pass a post-test in each course to receive continuing education hours or credits.