

## **Sacramento County**



## **Cultural Competence Human Resource Survey November 2006**

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## **BACKGROUND**

Each year, all staff at agencies providing Mental Health Services to Sacramento County clients complete a Human Resources Survey to document the cultural diversity of those associated with the provision of Mental Health Services. The survey requests information from the Board of Directors, Administration /Management, Direct Service Staff, Clerical Support, and Interpreters/Translators. The information requested focuses on staff ethnicity, language proficiencies, consumer/family member status, sexual orientation and disability status.

Data from the HR Survey distributed in November 2006 is illustrated in this document. Key findings include:

- A total of 2659 staff responded
  - 9.3% of all staff speak Spanish proficiently; 0.9% speak Cantonese; 1.5% speak Hmong; 1.0% speak Russian; and 0.9% speak Vietnamese
  - 12.3% of staff self identify as being of Hispanic ethnicity.
  - 48.5% of staff self-identify as Caucasian, 14.0% as African American, 8.8% as Asian/Pacific Islander, 4.5% as Multi-ethnic, 0.9% as Native American, and 9.5% as "Other"
  - 9.8% of staff self-identify as a consumer of Mental Health services, while 15.3% self-identify as a family member of a consumer.

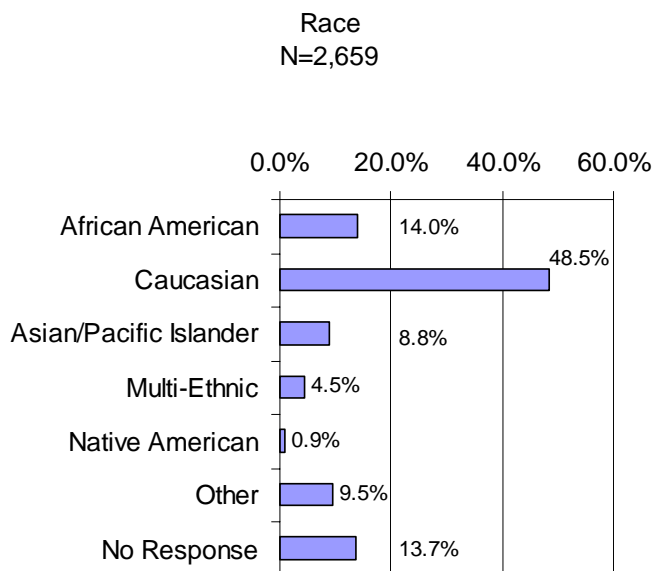
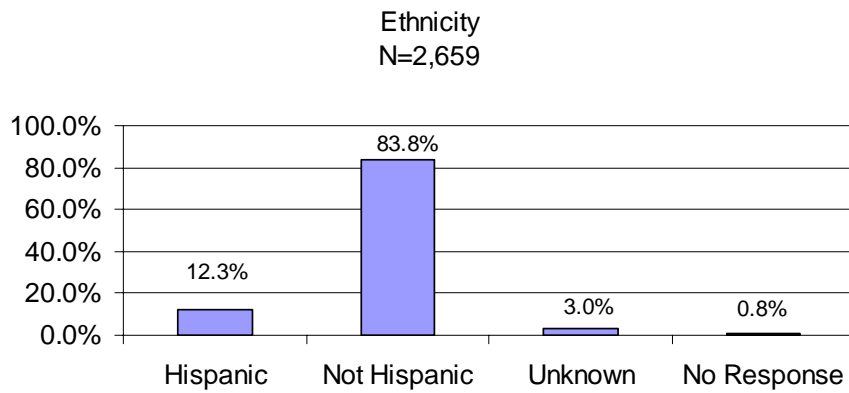
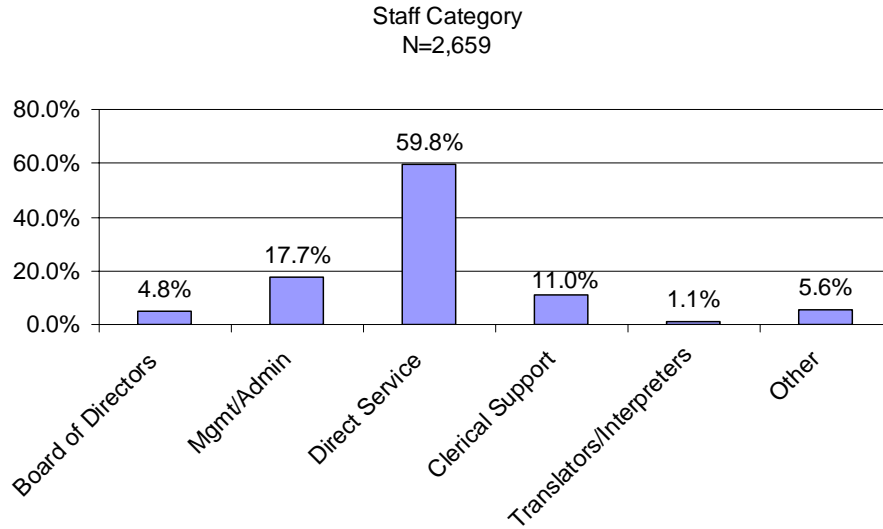
*Note: Some staff reported being both a consumer and family member.*
- 1590 direct service staff were included in the total number of staff described above
  - 55.5% of direct service staff who responded self-identified as Caucasian, 17.6% as African American, 7.7% as Asian/Pacific Islander and 5.2% as Multi-ethnic, 0.6% Native American and 13.3% Other.
  - 9.9% of direct service staff speak Spanish proficiently; 0.6% speak Cantonese; 1.4% speak Hmong; 0.8% speak Russian; and 0.8% speak Vietnamese.
  - 19.6% of those direct service staff responding self-identify as a consumer of Mental Health services, while 27.5% self-identify as a family member of a consumer.
- Comparing 2005 data with 2006 data shows that the proportions of direct service staff
  - speaking languages other than English have remained relatively constant with the exception of Spanish speaking staff, which has grown by 2.2% in the past year.
  - self-identifying as a consumer of Mental Health services has increased from 14.4% to 19.6%.
  - self-identifying as a family member of Mental Health services has also increased 21.3% to 27.5%

Continued efforts should be made to recruit and retain staff from linguistically and ethnically diverse backgrounds.

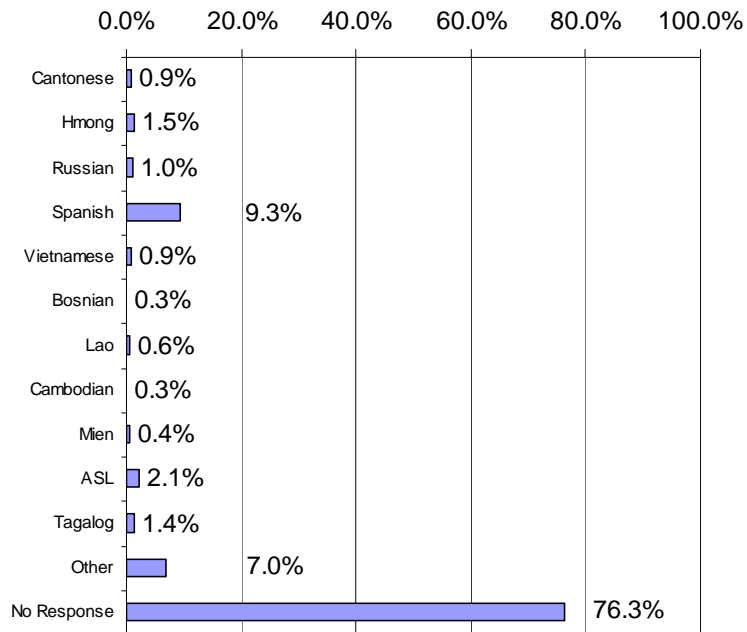
***Please note: The total number of direct service staff appears to have dropped between 2005 and 2006. The drop is, in fact, an artifact of how the data were reported to us. Specifically, some organizations previously provided HR information on all staff rather than just those providing services to Sacramento County clients.***

## 2006 Human Resources Survey Summary Sacramento County Mental Health Plan

### ALL STAFF

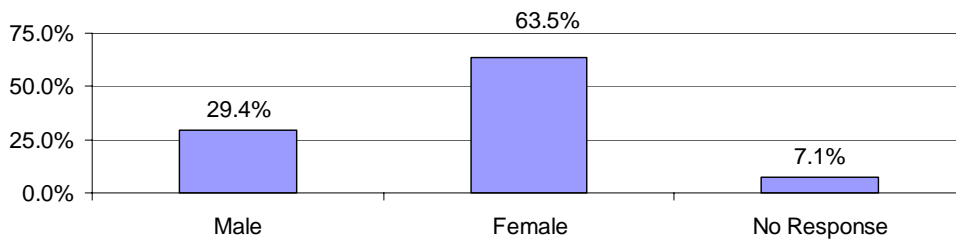


**Languages Spoken**  
**N=2,659**

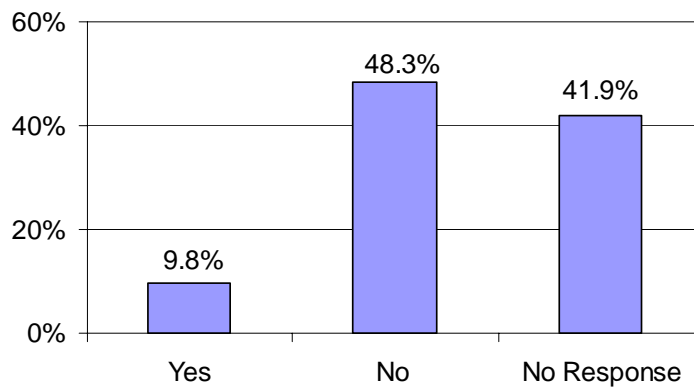


➤ No response includes those who speak English, as well as those that chose not to respond to this item.

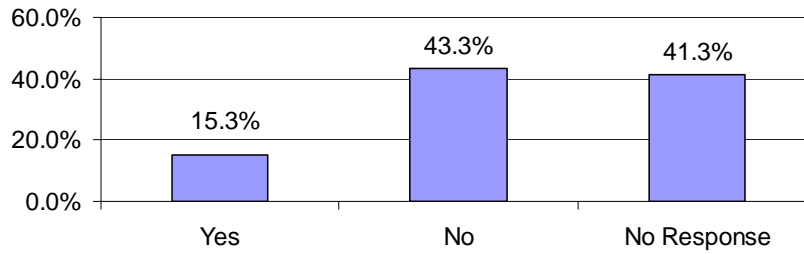
**Gender**  
**N=2,659**



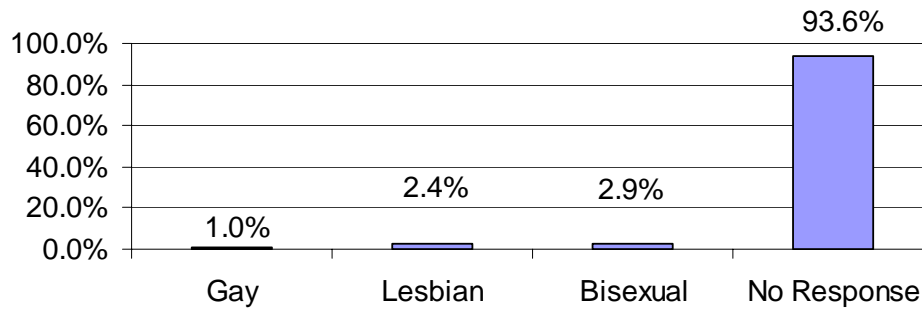
**Consumers**  
**N=2,659**



Family Members  
N=2,659

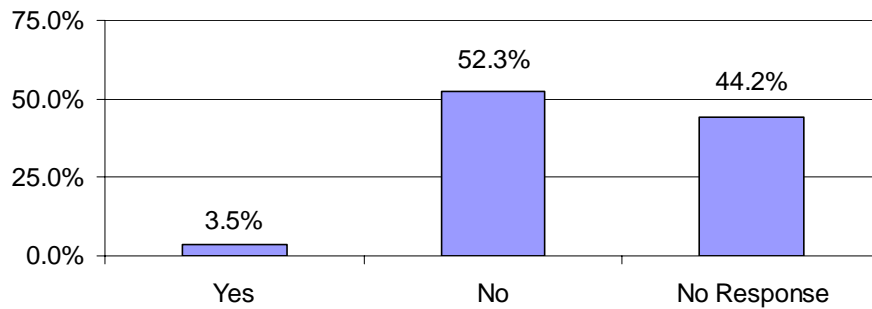


Sexual Orientation  
N=2,659



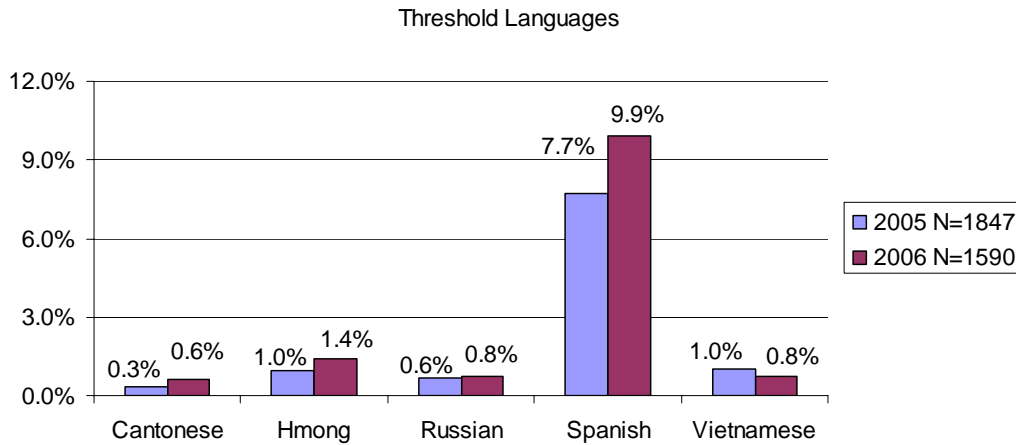
➤ No response includes those that chose not to respond, as well as those whose sexual orientation was not gay, lesbian or bisexual.

Disabled  
N=2,659

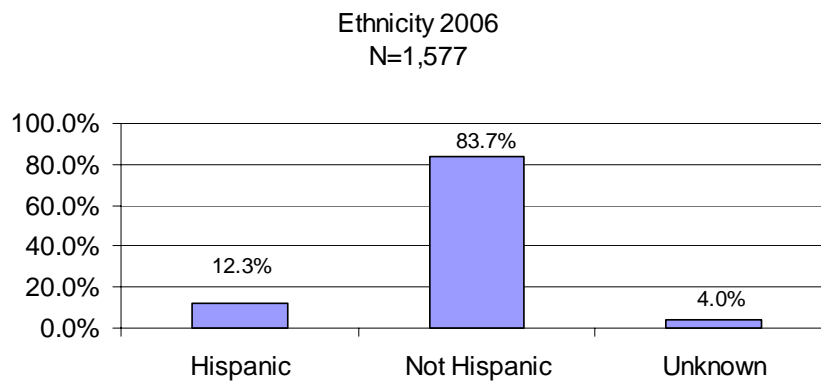
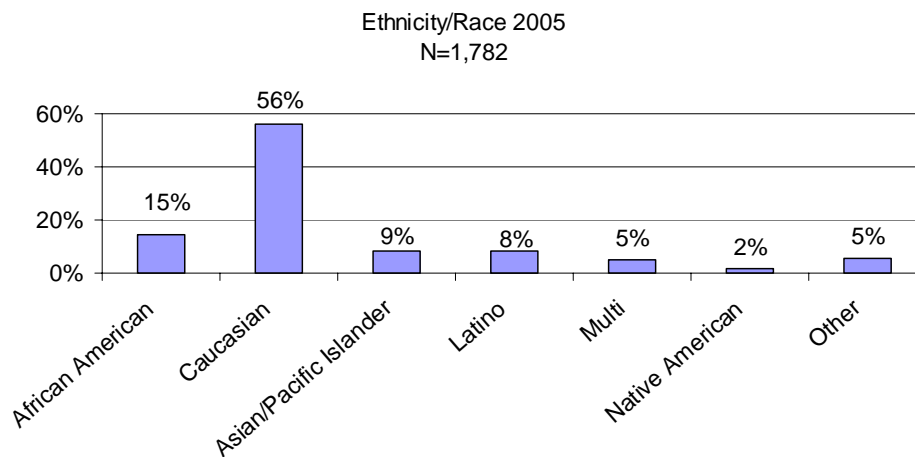


## DIRECT SERVICE STAFF – ANNUAL COMPARISONS

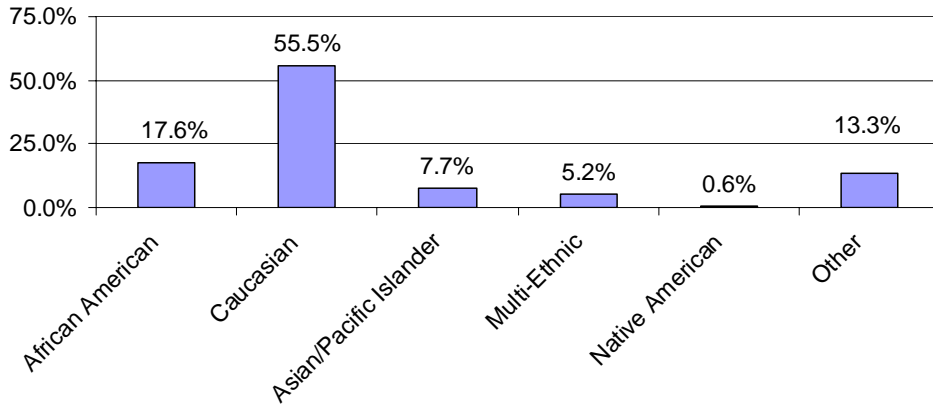
- Data in the following charts are based on only those who responded to the question, therefore the N's will differ across domains.



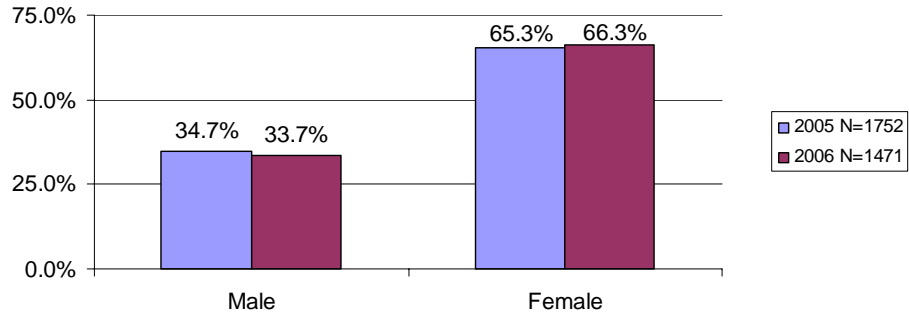
- Data on Ethnicity and Race were collected differently in 2005 and 2006, therefore annual comparisons cannot be made.



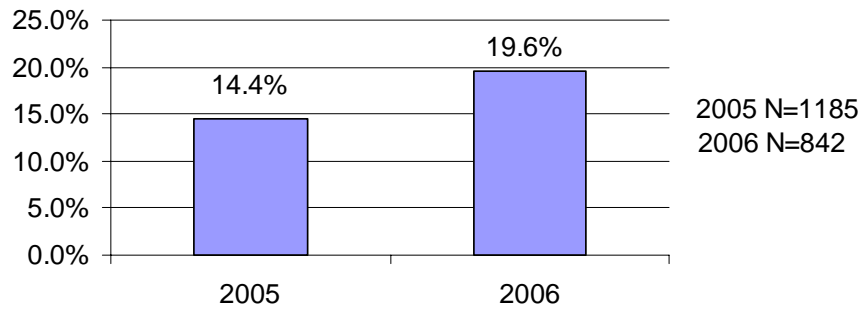
Race 2006  
N=1,397



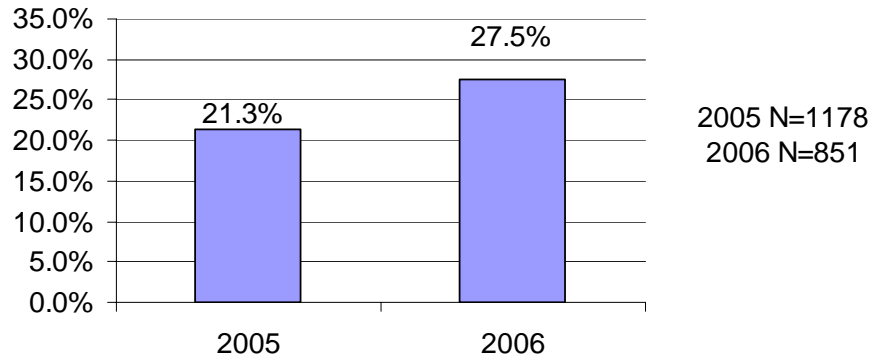
Gender



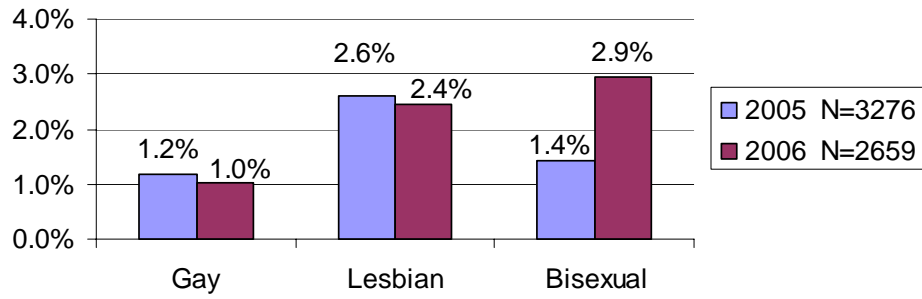
Consumers



### Family Members



### Sexual Orientation



### Disabled

