



1. What is CCA?

- The Cultural Competency Academy (CCA) provides a Foundational Training Series designed to provide awareness, knowledge and skill-based training that focus on concepts related to cultural humility, such as, self-assessments, bias, culture in the workplace and culture Behavioral Health Services, and intersectionalities. Training is designed for all levels (support staff, managers, and direct service providers). CCA is a nearly 6-8 month long commitment, which has components that extend outside of the 5-day training series.
- Components include:
 - Two required booster trainings
 - Cultural Booster with a 1-hour eLearning prerequisite
 - Position-Specific Booster
 - A consultation call
 - A Practicum Project that you will be working on throughout your CCA journey. You will present this project at the CCA Capstone/Graduation in June 2023.

2. Who can take CCA?

- The CCA Foundational Training Series is open to County of San Diego Behavioral Health Staff and service providers contracted with Behavioral Health Services. The training is open to Administrative Support Staff, Management, and Direct Service staff.

3. Who should take the Cultural Booster Trainings?

- The Cultural Booster trainings are open to participants who have completed the CCA Foundational Training Series. Participants who are enrolled in the training series are required to take at least one Cultural Booster.

4. How often does CCA offer Cultural Booster Trainings?

- Every fiscal year, we typically offer 2 new cultural booster(s). Participants who have taken the CCA Foundational Training Series or CCA Executive Series are eligible to enroll in all future CCA Cultural Booster training offerings.

5. Who should take the Position Specific Booster trainings?

- The Position Specific booster training is a requirement for those enrolled in the CCA Foundational Training Series. There are Position Specific Booster trainings for Managers, Administrative Support Staff, and Direct Service Staff. The Position Specific Booster is meant to take the concepts learned in the CCA Foundational Training Series and apply them specifically within your role at your organization.

6. Who can take Cultural eLearnings?

- The Cultural eLearnings that RIHS offers are open to [all RIHS participants](#) regardless of affiliation with the CCA Foundational Series. There is also an eLearning prerequisite to any CCA Cultural Booster Training. While the Cultural Boosters are open only to CCA participants, the cultural eLearnings are open to all RIHS participants.

7. What is a practicum project?

- The CCA practicum project is a required component of the CCA Foundational Training Series. CCA practicum projects allow participants the opportunity to implement change within their programs that will have a lasting impact on the efficacy of the organization. Examples include implementing a new

policy/practice that will improve culturally improved service deliveries; that will increase access to services in a culturally responsive manner; that will improve cultural awareness, knowledge and skills in your program; or improve a culturally informed working environment. [Linked here is the form for the practicum projects.](#) These projects are discussed in detail throughout the CCA Foundational Training Series. Participants are supported by their trainers and CCA Coordinator. Support includes discussing ideas, sharing resources, reviewing projects and providing feedback.

8. Can I work with a partner on my practicum project?

- Absolutely! We encourage partnering with participants from your training cohort.

9. When is my Practicum Project due?

- Your [project outline](#) is due on the last day of your training series. Between the final day of the training series and the CCA Capstone and Graduation event, participants will work on implementing their practicum projects within their agencies. Participants will present their project and project outcomes at the CCA Capstone and Graduation event in June 2023.

10. What is the CCA Capstone?

- The CCA Capstone event is a celebration of your completion and graduation of the CCA Foundational Training Series, as well as an opportunity to present your CCA Practicum Project. Participants will have several minutes to present project goals, outcomes, successes and challenges, and next steps regarding their project, implementation and outcomes. This event is held in June.

11. Who is invited to the CCA Capstone?

- CCA participants who completed the CCA Foundational Training Series will be in attendance to present on their Practicum Projects and celebrate their completion and graduation. Other invited guests include County of San Diego Behavioral Health Services executives, supervisors and executives from your organization.

12. What do I do after I have completed and graduated from CCA?

- Cultural competence is a lifelong commitment and practice. After you have graduated, we encourage you to continue your learning journey. We encourage you to stay connected with your training cohort, and to take advantage of other training opportunities, including any new CCA Cultural Booster trainings or cultural eLearnings that become available.

13. What is the CCA Letter of Commitment?

- The CCA Letter of Commitment is completed by participants who wish to register for the training series. It is a google form submission that outlines all the components involved in CCA. CCA requires commitment and dedication. It is important that participants know ahead of time what they are committing to.

Other Questions about CCA? Please contact the CCA Training Coordinator, Shiva Jaimes: sjaimes@sdsu.edu

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