

Michigan



National CLAS Standards Planning, Policies, and Collaboration

In 2010, the Health Disparities Reduction and Minority Health Section published the [Michigan Health Equity Roadmap](#),¹ which outlines a vision and plan to reverse negative health trends among racial and ethnic minority populations. The roadmap includes five recommendations to eliminate racial and ethnic health disparities by fostering health equity. As part of the recommendation to ensure equitable access to quality health care, the Health Disparities Reduction and Minority Health Section outlines strategies that emphasize implementation of the National CLAS Standards. These strategies include enforcing department-wide standards for CLAS services; providing cultural competency education and training as part of the training of all health professionals; and increasing resources and implementing recruitment, training, and retention strategies to increase the number of underrepresented racial and ethnic minorities in health and social services professions, including agency staff and leadership positions.

National CLAS Standards Training and Technical Assistance

In 2014, the Michigan Health Disparities Reduction and Minority Health Section offered a workshop on [Applying a Health Equity Framework to the Enhanced CLAS Standards](#).² The 2-day workshop was designed to help participants apply a health equity/social justice lens to implementation of the National CLAS Standards, learn about a framework for cultural competency development, and apply it to personal, organizational, and community change. A similar training, [Developing Culturally and Linguistically Appropriate Services \(CLAS\) Through the Lens of Health Equity](#),³ is planned for 2015.

In 2007, the Michigan Department of Community Health HIV/AIDS Prevention and Intervention Section⁴ (HAPIS)

adopted the National CLAS Standards framework, required all service providers of the Michigan Department of Community Health's HIV continuum of care services to adhere to the National CLAS Standards, and incorporated the National CLAS Standards in service provider monitoring practices. The National CLAS Standards were made specific to HIV/AIDS support services in order to better meet the needs of racial, ethnic, and sexual minorities living with HIV. CLAS measures,⁵ including a subrecipient monitoring tool and training materials, were developed to ensure that agencies were providing services appropriate to the target populations in their geographic areas. Training also was provided to subrecipients and HAPIS staff. The goal of the National CLAS Standards training was to ensure that HIV/AIDS Prevention and Intervention Section staff and subrecipients were trained and prepared to meet the service needs of all individuals living with HIV/AIDS regardless of geographic location, race, ethnicity, sexual orientation, gender identity, language, spirituality, or disability. Additionally, participation in the 2-day workshop on [Applying a Health Equity Framework to the Enhanced CLAS Standards](#)² serves as the annual National CLAS Standards update, a requirement for all HAPIS service providers.

National CLAS Standards Dissemination

The Michigan Department of Community Health, Bureau of Substance Abuse and Addiction Services developed [Transforming Cultural and Linguistic Theory into Action: A Toolkit for Communities](#)⁶ to provide cultural competency guidance to health care professionals. The toolkit contains information on core elements and implementation principles of cultural competency, as well as three self-assessment tools that address elements of the National CLAS Standards, such as the development of a strategic plan to implement culturally and linguistically appropriate services and ongoing staff education and training.

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Endnotes

- 1 Michigan Department of Community Health, Health Disparities Reduction and Minority Health. (2010). *Michigan Health Equity Roadmap*. Retrieved November 6, 2014, from Michigan Department of Community Health: http://www.michigan.gov/mdch/0,4612,7-132-2940_2955_2985-299309--00.html.
- 2 Michigan Department of Community Health, Health Disparities Reduction and Minority Health Section. (2014). *Applying a Health Equity Framework to the Enhanced CLAS Standards*. Retrieved November 6, 2014, from Michigan Department of Community Health: http://www.michigan.gov/mdch/0,4612,7-132-2940_2955_2985--00.html.
- 3 Michigan Department of Community Health, Bureau of Disease Control, Prevention and Epidemiology STD/HIV Prevention Section HIV Prevention Unit. (2015). *2015 Resource Catalogue*. Retrieved November 6, 2014, from Michigan Department of Community Health: http://www.michigan.gov/documents/mdch/2015_HIV-STD_Calendar_472050_7.doc.
- 4 Michigan Department of Community Health, Health Equity Steering Committee. (2013, January). *Successful Strategies to Increase Our Focus on Health Equity*. Retrieved November 6, 2014, from Michigan Department of Community Health: http://www.michigan.gov/documents/mdch/HDRMHS_Ambassador_Success_2_439419_7.pdf.
- 5 Michigan Department of Community Health, HIV/AIDS Prevention and Intervention Section. (2008, April). *Culturally and Linguistically Appropriate Services (CLAS) Standards for MDCH COC-Funded Agencies*. Retrieved November 6, 2014, from Michigan Department of Community Health: https://www.michigan.gov/documents/mdch/Standards_-_CLAS_Final_225817_7.pdf.
- 6 Michigan Department of Community Health, Bureau of Substance Abuse and Addiction Services. (2012, February). *Transforming Cultural and Linguistical Theory into Action: A Toolkit for Communities*. Retrieved November 6, 2014, from Michigan Department of Community Health: https://www.michigan.gov/documents/mdch/Transform_Cultural-Linguistic_Theory_into_Action_390866_7.pdf.