



Office of the City Manager

CONSENT CALENDAR
September 15, 2020

To: Honorable Mayor and Members of the City Council
 From: Dee Williams-Ridley, City Manager
 Submitted by: Lisa Warhuus, Director, Health, Housing & Community Services Department
 Subject: Contract No. 32000201 Amendment: The Eikenberg Institute for Relationships for Cultural Humility Training Consultant

RECOMMENDATION

Adopt a Resolution authorizing the City Manager or her designee to execute an amendment to Contract No. 32000201 with The Eikenberg Institute for Relationships through June 30, 2022, adding \$15,000 to increase the total contract to \$90,000 to fund the Cultural Humility Training Consultant position with Dr. Kenneth Hardy. The contract term will not change.

FISCAL IMPACTS OF RECOMMENDATION

Funds for the scope of work in the amount of \$15,000 will be provided from Short Doyle Fund, ERMA GL Code 316-51-503-520-0000-000-451-612990. Funding is available in the FY21 budget.

CURRENT SITUATION AND ITS EFFECTS

On July 9, 2019 via Resolution No. 69,016-N.S., City Council approved entering into a contract with the Eikenberg Institute of Relationships for Cultural Humility Training Consultation in the amount of \$75,000. This amendment to that contract will support costs for the training to be moved online, and for additional technical assistance to be provided to the mental health division.

Due to circumstances surrounding the COVID-19 pandemic, the consultant has agreed to transition from in-person to remote training sessions, which will require additional technical support for the vendor. The vendor will transform what was a series of in person trainings to webinars, ensure all participants are connected, documents are uploaded and projected onto every screen, support question and answer sessions and chat functions, and handle all technical difficulties which may occur before, during, and after each webinar. The additional technical assistance will support the mental health division in implementing the concepts of the training into ongoing staff support and service delivery.

The goal of the service is to increase staff proficiency in delivering services using a cultural humility approach with consumers/clients, family members, and communities within the division's system of care; increase positive staff interactions and relationships; and assist Berkeley Mental Health (BMH) in developing systems that support cultural humility practices and approaches.

BMH staff have to navigate implications of diversity and culture in their clinical relationships and settings in ways that best support people; thereby making the necessity of ongoing staff training, supervisory support, and staff development paramount in the area of cultural humility/competence. This contract will align with the City of Berkeley strategic goal to champion and demonstrate social and racial equity.

BACKGROUND

Historically, mental health services have not effectively met the needs of many people of color and other marginalized populations in its service delivery system, including providing culturally relevant services related to race, ethnicity, sexual orientation, and/or religious practices. Often times, these issues were not addressed in the client's treatment plan. This is due, in part, to limited in-depth knowledge and/or comfort of mental health professional's ability to discuss cultural, ethnic, and sexual orientation issues with consumers/clients.

The City Council approved funding for a Cultural Humility Consultant for the Mental Health Division within the MHSA Plan 2018-2019, via Resolution No. 68,639-N.S., and the release of the Request for Proposal (RFP) for a Cultural Humility Consultant was approved by City Council on May 29, 2018. The proposal from The Eikenberg Institute for Relationships was deemed the most responsive to the RFP and was selected as the vendor for this service.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

Research indicates that mental health services have not successfully met the needs of most people of color and other marginalized populations. By investing in staff training in this area and embedding cultural humility as an important value in the division's service delivery system, we can increase positive outcomes for consumers, family members, and communities within the system of care.

The Eikenberg Institute for Relationships brings the desired knowledge, skills, and talent required to support the division's goal of continued education and staff development in the area of delivering cultural humility services and help staff to produce better service outcomes for consumers, family members, and communities in BMH's service delivery system of care.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

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Barbara Ann White, Training and Diversity & Multicultural Coordinator, (510) 981-7646

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

CONTRACT NO: 32000201 AMENDMENT: THE EIKENBERG INSTITUTE FOR
RELATIONSHIPS FOR CULTURAL HUMILITY TRAINING CONSULTANT

WHEREAS, the Mental Health Division would like to increase staff proficiency in delivering services using a cultural humility approach with consumers/clients, family members, and communities within the division's system of care; and

WHEREAS, the division would like to enhance positive staff interactions and relationships, as it relates to navigating differences in the work place; and

WHEREAS, approved annual funding for training in the Mental Health Division is allocated in the Mental Health Services Act (MHSA), Community Services and Supports (CSS) funding stream; and

WHEREAS, on July 9, 2019 via Resolution No. 69,016-N.S., City Council approved entering into Contract No. 32000201 with the Eikenberg Institute of Relationships for Cultural Humility Training Consultation in the amount of \$75,000; and

WHEREAS, due to circumstances surrounding the COVID-19 pandemic, the consultant has agreed to transition from in-person to remote training sessions, which will require additional technical support, requiring an expenditure of \$15,000; and

WHEREAS, funds are available in the current budget year in the amount of \$15,000 in Short Doyle Fund, ERMA GL Code 316-51-503-520-0000-000-451-612990.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager or her designee is authorized to execute a contract and any amendments with The Eikenberg Institute for Relationships for Cultural Humility Training Consultation through June 30, 2022, increasing the contract by \$15,000 for a total amount not to exceed \$90,000. A record signature copy of said contract and any amendments to be on file in the City Clerk Department.