



Humanidad Therapy & Education Services (HTES)

UPSTREAM RESOLUTION of ALIGNMENT
Aligning (HTESI Practices and Activities
With the Upstream Investments Initiative

Resolution Date: March 9, 2016

RESOLUTION of Humanidad Therapy & Education Services

WHEREAS, the County of Sonoma is sponsoring a community-wide strategic initiative called Upstream Investments with the following **mission**: To facilitate the implementation of prevention-focused policies and interventions that increase equality and reduce monetary and societal costs for all residents of Sonoma County.

WHEREAS, the Upstream Investments **vision** for all residents of Sonoma County is that poverty is eliminated and all people have an equal opportunity for quality education and good health in nurturing home and community environments.

WHEREAS, the Upstream Investments Initiative is designed to target the following **factors**:

Social and economic factors
Poverty and racial/ethnic disparities
Community conditions
Public opinion, public policy, and laws

Family and individual factors
Family dysfunction
Negative peer influences
Early antisocial behavior

WHEREAS, the Upstream Investments Initiative seeks to promote four community **goals**:

1. The whole community is engaged in supporting the healthy development of children.
2. Community members have access to education and training and are adequately prepared for the challenges of the future.
3. All community members are well sheltered, safe, and socially supported.
4. Sonoma County has a thriving diverse economy that produces economic security for all.

WHEREAS, the Upstream Investments Initiative seeks to expand **funding** for Model Upstream Programs and also seeks to promote **organizational practices** that support the Upstream Vision.

WHEREAS, the Upstream Investments Strategic Initiative promotes the implementation of **outcomes-based practices** including Evidence-Based Practices, Promising Practices, and Emerging Practices.

WHEREAS, Twenty-two **indicators of success** will inform the community about the success of Upstream Investments.

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| 1. Reduced child maltreatment | 14. Reduced homelessness |
| 2. Reduced youth binge drinking | 15. Reduced juvenile arrests |
| 3. Reduced youth drug use | 16. Reduced adult arrests |
| 4. Reduced youth depression | 17. Reduced domestic violence |
| 5. Reduced youth tobacco use | 18. Reduced gang membership |
| 6. Reduced teen births | 19. Improved youth connectedness |
| 7. Reduced obesity | 20. Reduced poverty |
| 8. Improved pre-school attendance | 21. Reduced unemployment |
| 9. Improved 3 rd grade reading | 22. Improved health insurance rates |
| 10. Improved 3 rd grade math | 23. Reduce hip fractures |
| 11. Improved high school completion | 24. Increase fruit and vegetable consumption |
| 12. Improved higher education | 25. Increase physical activity |
| 13. Improved housing affordability | 26. Increase dental care for children |

NOW, THEREFORE, BE IT RESOLVED that HTES shares the Upstream Investments **mission, goals, commitment to improving the indicators of success, and vision** and has aligned its organizational practices with the Upstream Investments Initiative as follows:

HTES's primary service population is low-income Latino families in Santa Rosa and other cities within Sonoma County. This population has deeply embedded cultural beliefs about family systems that are difficult to overcome. They are greatly served and helped by HTES bilingual therapists and staff. This population can for example, consist of individuals in need of a translator to sit in the room for court ordered supervised visitations. In many cases, the adults will be those that have had interactions with the legal/courts system or are undocumented. The services provided to this population require agile and flexible therapy models that are bilingual and that understand Latino family dynamics. HTES strives to provide the highest quality educational, behavioral and therapy services to Latino youths and their families.

Educating our community and elected officials on the need for TIC services to the Latino population is important. Our Executive Director, Dr. Maria Hess PhD, MFT is giving presentations on Trauma Informed Care to Santa Rosa City Schools principals and educators at district conferences and workshops. Dr. Hess is also conducting on campus focus groups that will provide the district with invaluable data on school campus environmental

conditions for students, faculty, teachers, staff and administrators. Dr. Hess provides monthly "on the air" radio broadcasts to Latino parents and extended family members on radio station KBBF, the Sonoma County Spanish speaking radio station. Dr. Hess has an ongoing relationship with the Sonoma County Bar Association and Courts for Supervised Visitation case management services.

HTES services contribute to the economic welfare of Sonoma County and in specific, the Latino community:

Barriers to Community Mental Health Services for Latinos: Treatment Considerations, an article in *Clinical Psychology Science and Practice* (2003), suggests that there is a high drop out rate and under-utilization of mental healthcare services among Latino populations. This is attributed to several indicators, some of which include: socioeconomic status, language barriers, access, and other cultural factors. They explain that the dropout rate is highly related to the lack of services that are culturally congruent with the lives of Latino clients. According to the 2011 Hispanic Demographic Trends Report, conducted by the Sonoma County Economic Development Board, 25.5% of Sonoma County is comprised of Hispanic families. This population nearly doubled between the years 1990-2008 and is projected to steadily increase. Though Hispanics make up 20% of the work force in Sonoma County, the median earnings rate is \$23,852. This is significantly lower than both the median earnings for Sonoma County (\$32,545) and in California (\$31,039). At this level of income, individuals are barely able to afford the cost of living in Sonoma County, let alone provide the funding required for most mainstream mental health care. It is also important to remember that these statistics are derived from census data and do not include information for undocumented persons residing in Sonoma County. By providing low-fee/ no-fee counseling services that also have a Spanish-speaking component, HTES is helping a large portion of Sonoma County who otherwise may not be able to utilize therapy services, even if needed. HTES will help eliminate some of the barriers Latino clients face when seeking mental health care by providing bilingual services, with cultural awareness, at a low cost, while simultaneously training therapists with the means to better serve this population.

HTES is prevention focused and outcome based by providing One Circle groups to boys, girls at the Cook Middle School campus in Santa Rosa, the use of a "Renewal Room" for students at Cook, 1:1 therapy for youths and adults at the Via Esperanza family resource center and at HTES offices. HTES also provides Supervised Visitation case management services to the Sonoma County Courts system at HTES offices.

HTES's mission is to provide low-fee, no-fee counseling and psychiatric services to the Latino populations in Sonoma County as follows:

- Creating healthier school campus environments for students, teachers and administrators in the Santa Rosa City Schools.
- Assuming increased numbers of Sonoma County Courts Supervised Visitation cases each year.
- Providing increasing access to Trauma Informed Care (TIC) services for the Latino population year over year.
- Ongoing recruitment and training of culturally aware/sensitive bilingual therapists each year.

We will track the utilization of our services by recording the number of our clients, and how frequently they use our services. More importantly, researchers will collect data on HTES

therapy outcomes and demographics. Data is interpreted by SSU student volunteers educated in advanced psychology research and not otherwise employed by HTES. HTES is currently utilizing the Spanish translated Quality of Life Inventory (QOLI) during intake and exit in order to measure therapy outcomes. The QOLI asks questions that correlate with clients' overall quality of life. The translated version of this measure was clinically tested with Spanish-speaking clients from a variety of cultural backgrounds, was found to be both reliable and valid, and has been used by other organizations to conduct outcome studies. We are confident that the QOLI accurately measures client progress throughout the course of therapy. HTES periodically reviews its data measurement operations in order to provide accurate reporting on therapy effectiveness as time goes on. HTES is constantly looking for new TIC and other therapy client data collection tools that are developing and considered as industry standards for the client population we serve.

The following **Upstream Indicators of Success** are promoted by HTES practices and programs.

1. Reduced child maltreatment
2. Reduced youth depression
3. Reduced teen births
4. Improved high school completion
5. Improved higher education
6. Reduced juvenile arrests
7. Reduced adult arrests
8. Reduced domestic violence
9. Reduced gang membership
10. Improved youth connectedness

HTES programs that are already on the Portfolio of Model Upstream Programs.

1. Tier 2 approved application - One Circle "One Circle Boys Council"
2. Tier 2 approved application - Girls Circle

Make a commitment to submitting the organization's programs to the Portfolio of Model Upstream Programs:

HTES is committed to working with Upstream's Technical Assistance team to submit a Tier 3 application to the Portfolio of Model Upstream Programs by the end of Q2 2016.

Identify the level of Organizational funding dedicated to Upstream Investments

100% of HTES funding will be dedicated to upholding Upstream principles and indicators of success with the mutual goal of improving the lives of Latino Families in Sonoma County.

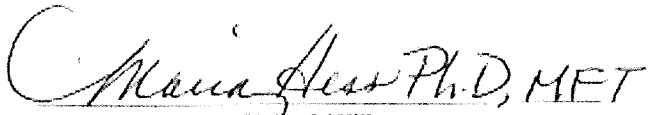
Describe HTES practices that reflect upstream principles (such as strategic planning, policies, budget activities, resource deployment, or contracting) are as follows:

1. Strategic Planning – HTES evaluates it's service mix quarterly.
2. Policies – HTES has a Charter that dictates agency roles and responsibilities as well as a policies and procedures manual for day to day operations. HTES also reviews and maintains policies and procedures for all service operations and carefully instructs staff in their use over the course of their HTES tenure.
3. Budget Activities – HTES has developed annual budget forecasts and budget narratives since 2013. HTES is a non-profit organization and as such submits Grants and other funding documents to Governmental and Private Sector benefactors continuously. These organizations demand budget forecasting estimates. HTES reviews operating expense categories and receives balance sheet and profit & loss statements monthly. HTES typically develops budget forecasts in November/December of each year.
4. Resource Deployment – Upstream Investments believes “funding outcomes” and supporting program that show the implementation of prevention-focused policies and interventions. HTES has limited staffing and constantly assigns staff to ensure that they are maximizing the services that HTES provides that are focused on preventing and facilitating interventions that are useful to clients when needed.
5. Contracting - At the time of this application HTES has not been involved with contracting for services other than having contracts with the Santa Rosa City Schools. HTES has secured the services of a bookkeeper and Website Developer during 2015. All professional staff are working as contractors and receive 1099 documents for income tax purposes each year. HTES will utilize the services of other contractors on an as needed basis. The Board of Directors that will be retained in 2016 will provide guidance in this area to ensure that HTES contractual needs are secured.

HTES collaborations with other organizations that promote Upstream Investments are as follows:

HTES as a Tier 2 approved portfolio vendor has the right to display Upstream Investments logos etc. in its documents and at its website and on all official HTES documents/proposals. HTES is proud to have this status. HTES has Upstream Investments logos on all documents and at its website. Therefore HTES is promoting community-wide knowledge and understanding of Upstream Investment. HTES management staff have discussed Upstream Investments and its Tier 1,2 &3 systems with other mental health providers. HTES has participated in forums and meetings within Sonoma County with other agencies. HTES has been an innovator with the Santa Rosa City Schools and is a contracted agency. This is expected to continue through at least 2018. HTES also has funding relationships with the Measure O Gang Task Force, the John Jordan Foundation and Kaiser Permanente

Approved and adopted the 10th day of March 2016, I, the undersigned, hereby certify that the foregoing Resolution was duly adopted by the Executive Director of Humanidad Therapy & Education Services.



Dr. Maria Hess, PhD, MFT
Executive Director, Humanidad Therapy & Education Services