

Department of Health Services
Timothy W. Lutz
Director



Divisions
Administration
Behavioral Health
Primary Health
Public Health

County of Sacramento

July 1, 2025

RE: FY 2025-26 Required Cultural Competence/Humility Training Series

Dear Sacramento County Behavioral Health Services & Contracted Providers:

Per [Sacramento County's Implementation of Cultural Competence Policy and Procedure](#), the state requires that each County develop and implement a Cultural Competence Plan that includes training of Mental Health and Substance Use Prevention and Treatment Providers who are:

- The administrative and management staff
- The persons providing mental health or substance use prevention and treatment services employed by or contracting with BHS or with contractors of BHS; and
- The persons employed by or contracting with BHS or with contractors of BHS to provide interpreter or other support services to beneficiaries.

Required Cultural Competence/Humility Training Series

The Cultural Humility Training Series is a requirement of the Department of Health Care Services (DHCS) Cultural Competence Plan Requirements. Additionally, Senate Bill (SB) 923 known as Transgender, Gender Diverse or Intersex Inclusive Care Act, enacted a new state requirement for BHS. SB 923 requires Behavioral Health Plans, subcontractors, and downstream contractor staff who are in direct contact with members to complete this training within 45 days of being hired and every two years thereafter. BHS is offering 3.5 hours training for an *expanded audience** satisfying the new state requirement.

Training Series Topics, Dates, and Format

BHS will partner with the California Institute for Behavioral Health Solutions (CIBHS). There will be three live (virtual) training courses with an option for staff to watch the recordings if they are unable to attend the virtual live training.

The three topics that will be covered for the training series are 1. **Strategies for Advancing Equity**, 2. **Intergenerational Trauma**, and 3. **Ensuring Trans-inclusive Health Care**.

FY 2025-26 Training Series Topics and Dates

1. Strategies for Advancing Equity
Thursday, July 24, 2025, 10:00 am - 12:00 pm (2-hours)
2. Intergenerational Trauma Panel
Thursday, September 18, 2025, 10:00 am - 12:00 pm (2-hours)
3. Ensuring Trans-inclusive Health Care*
Thursday, October 23, 2025, 9:00 am-12:30 pm (3.5-hours)

All trainings require participants to complete a post-test in Learning Cart. Once all steps have been completed, participants are eligible to download a certificate of participation. We are working towards providing CEs to eligible professionals who attend either live or recorded training.

Attendance Requirement

All direct service staff who provide behavioral health services to Sacramento County members, their supervisors, and management who oversee clinical operations are required to attend these trainings.

BHS is required to demonstrate to DHCS that we have a system in place to track training compliance—including identifying who is required to attend, who has completed the training, who has not, and issuing reminders to those who are still pending.

If staff do not attend live training(s), they will be required to watch the recorded training(s) by **June 30, 2026**.

Registering for Training

If you or your staff are currently participating in the Cultural Humility Trainings for fiscal years 2023/24 and 2024/25, then your Learning Cart account will automatically be updated with the new training series as they become available. **Link to Learning Cart:** <https://training.cibhs.org/accountlogin.aspx>

***Training 3 (Ensuring Trans-inclusive Health Care)** is an expanded audience and required for direct service provider staff, their supervisors, and leadership AND any BHS provider staff with direct contact with clients.

Prepared and Peer Reviewed By: Emmanuel Amanfor, Mary Nakamura, Vanessa Cuevas-Romero, and Kelly Lawrence (CIBHS).

To add new staff to the system, create an order using the link below and assign them the training using their work email address. **Link to add new staff:**

<https://training.cibhs.org/products/2025-26-Sacramento-County-BHS-Cultural-Competency-Trainings.aspx>

New staff will receive an email from no-reply@learningcartlms.com and will be prompted to create a new account. **Instructions on creating an account and accessing the trainings:**

<https://dhs.saccounty.gov/BHS/Documents/BHREC/CC%20Training/Instructions%20on%20Accessing%20the%20Sac%20County%20Training%20Courses%20in%20Learning%20Cart.pdf>

If you do not see the training series in your Learning Cart by July 10, 2025 or you need support adding staff, please contact klawrence@cibhs.org or BHSWETInformation@saccounty.gov.

Accommodation Requests

To request interpreters, alternate formats of documents or other accommodations to participate in the trainings, call Alondra Thompson at (916) 709-5485 (CA Relay 711) or thompsonal@saccounty.gov at least two weeks prior to the training.

We have created a training flyer that includes the mentioned trainings. Thank you and if you have questions, please email BHSWETInformation@saccounty.gov.

Sincerely,

Mary Nakamura

Mary Nakamura, LCSW

Health Program Manager - Continuous Quality Improvement

Cultural Competence and Ethnic Services/ Workforce Education and Training

Prepared and Peer Reviewed By: Emmanuel Amanfor, Mary Nakamura, Vanessa Cuevas-Romero, and Kelly Lawrence (CIBHS).