

AWARE, Inc. response to the Boards recommendations from the AWARE – Great Falls site inspection are listed below.

- Implement a Cultural Competency Plan as part of the organizations long-term 5- year strategic plan. Consider contracting with a culturally competent clinician to provide training for clinicians and to assist in developing treatment-based objectives specific to Montana’s Native American population.

AWARE has several Cultural Diversity and Inclusions Training opportunities, beginning with our New Employee On-Boarding Training. Specific training includes Cultivating a Culture of Belonging. The course widens the concept of Diversity, Equity, Inclusion & Accessibility (DEIA) to include that of belonging, and explain how DEIA practices, policies and efforts attempt to cultivate an accessible culture where people feel they belong. The training will also be expanded to provide a foundation for understanding belonging, and what each AWARE Tea Member can to promote it in the workplace, including:

- Explain why belonging is an important goal of DEIA practices, policies and efforts.
- Describe what is belonging.
- Articulate the benefits and value of an accessible culture of belonging.
- Practice ways to foster belonging in a workplace.

In addition to this, AWARE has recently contracted with William Henry, with *Be Better World*, to assist in establishing guiding values. Guiding values are the core competencies used to effectively fulfill the mission of this movement. *Be Better World* uses a multi-prong approach to give youth the necessary tools to avoid bullying . The program educates youth and their parents on a stair-step methodology to approaching real life issues that could lead to bullying with the hopes of stopping it before it starts. <https://www.bebetterworld.org/> [[bebetterworld.org](https://www.bebetterworld.org/)]

AWARE is also holding a Clinical Leadership Summit, in October 2022, that will include Kathleen Little Leaf – with Cultural Consulting – to speak with AWARE’s Clinical Leaders in addressing Native American Intergenerational Trauma, Native American 12 Step Groups, and Implementing Culturally Based Addiction/Mental Health Recovery Programming. <http://montanasocialscientists.com/kathleen-little-leaf/> [montanasocialscientists.com]

- Ensure that every staff member has the ability to be involved in trauma informed care (TIC). This well rounded, organizational wide approach to TIC will only help to strengthen the relationship between the individual receiving services and AWARE.

AWARE is currently considered a trauma informed provider; having received training from UCLA; as well as our clinicians using only trauma informed treatment interventions, including screening for ACEs and resiliency factors, Multi-Dimensional Family Therapy, Parent-Child Interaction Therapy, and Trauma Focused-Cognitive Behavioral Therapy. AWARE will continue with our efforts, by training each new supervisor on trauma informed care. Please see the attached training agenda.