Master Trainers

Gloria Morrow, PhD

Dr. Gloria Morrow is one of the nation’s leading clinical psychologists. As an academician, clinician and author, her teaching, counseling and books have helped thousands of people find true inner healing. Dr. Gloria has shared her expertise on many topics, including depression, anxiety, marriage and relationship issues, and a variety of issues relative to people of color from all ethnic backgrounds. Dr. Gloria is a Master Trainer for the CBMCS (California Brief Multicultural Competency Scale) Training Program, and she helped to develop the training curriculum. Dr. Gloria holds an earned PhD in Clinical Psychology from Fielding Graduate University, Santa Barbara, CA; a Master of Science degree in Marriage and Family Therapy from Azusa Pacific University, Azusa, CA; and a Bachelor's of Science degree in Psychology from the University of La Verne, La Verne, CA.

Robbin Huff-Musgrove, PhD

Dr. Robbin Huff-Musgrove is a licensed clinical psychologist and is currently employed at Patton State Hospital as a Senior Psychologist Supervisor. She received her Masters of Science degree from Howard University in Washington, DC and her Ph.D. from the California School of Professional Psychology in Los Angeles, CA. As a Master Trainer for CBMCS, Dr. Huff-Musgrove also assisted with the development of the curriculum. Dr. Huff-Musgrove is the former Cultural Competency Officer for San Bernardino County Department of Behavioral Health. She held an academic position as the Director of Diversity in the Department of Graduate Psychology at Azusa Pacific University in Azusa, CA. In 1996 Dr. Huff-Musgrove founded and directed the Multicultural Education and Training Program at Patton State Hospital. She has served as a member of the California Department of Mental Health's Cultural Competency Advisory Committee since 1998.

California Institute of Mental Health
Center for Multicultural Development

2125 19th Street—2nd Floor
Sacramento, CA 95818
Phone: (916) 556-3480
Fax: (916) 556-3483
www.cimh.org
Cultural Competency Regional Training
Utilizing CBMCS Model and Curriculum (Richard Dana, Glenn Gamst and Aghop Der-Karabetian)

What is CBMCS?
CBMCS was developed in collaboration with The California Department of Mental Health, California Institute for Mental Health and The University of La Verne. CBMCS is a progressive training program for mental health professionals which provides tools for working with diverse populations. CBMCS is a 32 hour training, divided into four independent modules.

The modules can be taught separately and are not necessarily sequential.

Module I: Multicultural Knowledge
Module II: Awareness of Cultural Barriers
Module III: Sensitivity and Responsiveness to Consumers
Module IV: Socio-cultural Diversities

Costs
Fee for Service
Regional Training Model (multiple counties)

The training is offered in 3 components:
⇒ 32 hour initial training
⇒ Training for trainers
⇒ Supervisor training

Benefits
⇒ Support for implementation of cultural competency training and supervision at the local level
⇒ Establish a foundation for developing a culturally competent workforce
⇒ Access to a brief assessment tool to determine the training needs in the area of cultural competency for mental health providers

Training for Trainers

Training for Trainers module is designed for:
⇒ Individuals who have completed the 32 hour training
⇒ Individuals with desire to become trainers in their local organizations
⇒ Individuals who demonstrate strong training abilities

The training consists of 3 segments:
⇒ 2 day Intensive Training:
  Develop the skills and competencies required to train to the curriculum
⇒ Consultation and Technical Assistance
  Consultation calls and local training implementation plan development
⇒ Practicum experience:
  The trainer interns will train along with the Master Trainer during a 32 hour curriculum training.
⇒ Capacity: 10-15 participants

Initial Training

The intensive initial training is designed for:
⇒ Direct service providers, supervisors, support staff who are interested in building their multicultural competence skills.

The 32 hour training includes 4 unique modules.
⇒ Each module represents an 8 hour comprehensive training on each of the four factors measured in the scale.

Each 8 hour session includes:
⇒ Didactic and interactive exercises that enable the participant to earn theoretical concepts and practical applications to build their multicultural competence knowledge and skills.

Capacity: 30-40 participants

Supervision Training

The 1 day training for Supervisors is designed for:
⇒ Directors, managers and supervisors of direct service providers.

The course provides:
⇒ An overview of the CBMCS training and tools to support effective supervision and case review actives.

Supervisors will explore various ways to reinforce and support the multicultural competency skills and knowledge acquired by their staff through CBMCS training.

The training combines didactic and experiential learning and includes:
⇒ The CBMCS Scale
⇒ Tools for Effective Multicultural Competence Skills Supervision (Individual and Group)
⇒ Format for case reviews
⇒ Administrative vs. Clinical Supervision
⇒ Identification of Institutional and Practitioner Barriers
⇒ Methods to Overcome Barriers

Capacity: 20-25 participants