

Communication from the Office of Health Equity -

DATE: June 29, 2023

TO: All ACBH Colleagues

FROM: Stephanie Montgomery, Health Equity Officer, Health Equity Division Director

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Stephanie Montgomery
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SUBJECT: ACBH ETHNIC SERVICES MANAGER POSITION - UPDATE

As many are already aware, Alameda County Behavioral Health Care Services (ACBH) has held a critical but vacant role from within our departmental ranks through the office and position of the ***Ethnic Services Manager***. We continue to recognize the importance of this work, and are currently looking to respond to increased focus, consultation, accountability, and the use of data to inform our decisions through a culturally-responsive manner. Rapid changes at the state level requires that we continue to reassess our needs and capacity to effectively oversee this work. As a result, I am pleased to announce that I will work with our HCSA Human Resources colleagues to elevate the Ethnic Services Manager position (*currently classified as a Senior Program Specialist and civil service position*) to a higher level of classification that more accurately reflects the growing responsibilities associated with this work: Supervising Program Specialist and the working title of ***Ethnic Services Program Administrator***.

While I continue to collaborate with our agency HR department, this essential work must continue. Therefore, I am thankful to report that in her current role of *Health Equity Policy and Systems Manager* within the Health Equity Division, (Supervising Program Specialist), Mona Shah has agreed to serve as the Interim Office of Ethnic Services Program Administrator, while we reclassify the current Ethnic Services Manager/ Senior Program Specialist position. I am thankful that she is already well versed in this work and has been supporting these functions for the past several months. Upon completion of the process, a formal and open recruitment will be initiated in the coming months to fill the Ethnic Services position in our department on a permanent basis (Ethnic Services Program Administrator/ Supervising Program Specialist).

Our goal is that in the interim, Mona will play a crucial role in ensuring that ACBH fulfills its Culturally and Linguistically appropriate services and responsibilities on behalf of the department to the state and locally. I anticipate that Mona will continue to deepen the work within the OES and work in collaboration across ACBH's systems of care and alongside our plan administrative team. We have no doubt that she will work with her colleagues and partner with me to ensure a smooth continuation of OES operations during this transitional period.

Please join me in expressing my appreciation for Mona and her willingness to share her leadership with our team; and willingness to work closely with other stakeholders while monitoring ongoing projects, coordinating with external partners, and ensuring that critical services are maintained without interruption. Please feel free to reach to me if you have any questions regarding this process.

Thank you Mona, in advance. I also thank all our team members for your patience, understanding, and grace during this time.

