



# CULTURAL COMPETENCY TOOLKIT

A practical guide for mental health professionals, services, and staff on working with ethnic minority communities in Ireland



## Why and how was the Toolkit developed?

The ethnic minority community living in Ireland come from a range of ethnic and cultural backgrounds, incorporating a rich tapestry of experience, skills, perspectives, and creativity. Research demonstrates a higher incidence of mental health challenges amongst people from ethnic minority communities.

In response to this need, through a project supported by the HSE and the Sláintecare Integration Fund, the *Cultural Competency Toolkit* was developed. The Toolkit is structured around the importance of providing culturally sensitive mental health services, and aims to ensure equitable outcomes.

The project partnered with the **Cabra Community Mental Health Team**, engaged the expert support of the Welsh pan-equality organisation **Diverse Cymru**, and was overseen by an expert steering committee. The expert group included mental health service users from ethnic minority communities, HSE Community Mental Health Services, Community and Voluntary organisations working with ethnic minority communities (Cairde, AkiDwa and the Cork Migrant Centre), and experts in cultural competence education.

The Toolkit was piloted with project partners the **Cabra Community Mental Health Team** and received a positive external evaluation.

## Who is it for?

The Toolkit is relevant to all mental health professionals who provide services to people from ethnic minority communities, from primary to specialist mental health services and supports.

## What's in the Toolkit?

The Cultural Competency Toolkit provides examples of good workplace practice underpinned by practical guidance and resources.

The Toolkit first provides general information about the service delivery needs, barriers and disparities for ethnic minority communities. It then sets out Recommended Practices, which provide specific practical guidance for the mental health workplace. These aim to help practitioners provide more appropriate, equitable and culturally competent mental health services.

For more information or to provide feedback, please contact [info@mentalhealthreform.ie](mailto:info@mentalhealthreform.ie)



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