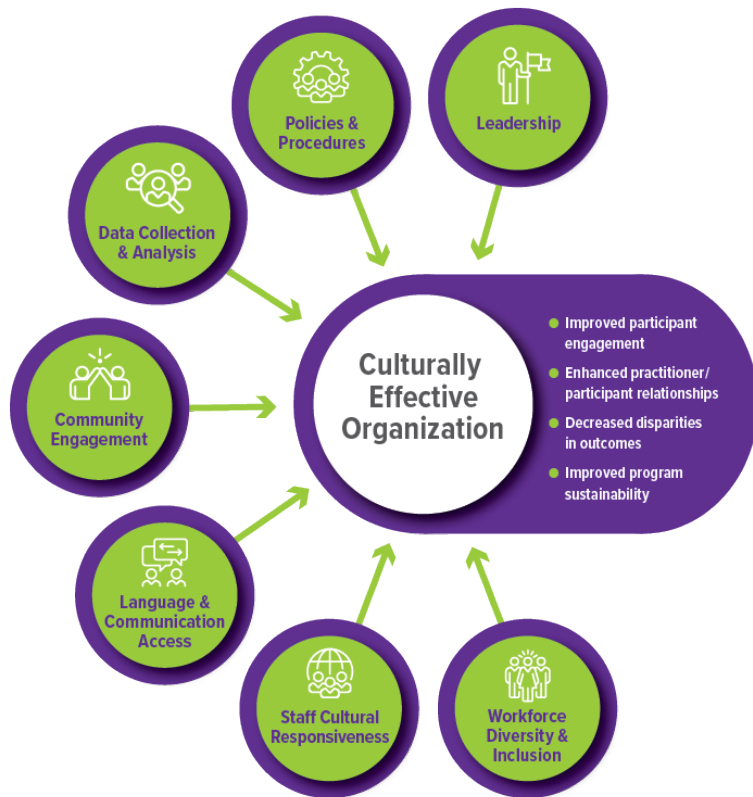


Culturally Effective Organizations

A Framework Providing A Roadmap for Working Towards Equity

FRIENDS National Center seeks to effectively support CBCAP lead agencies and other organizations to meet their responsibility to promote optimal outcomes for all children and families and this includes ensuring services are culturally appropriate and prioritize equity. FRIENDS National Center's website will include a Culturally Effective Organizations Toolkit starting in Spring 2021.



Culturally effective organizations engage in authentic and ongoing reflection, evaluation, and goal-setting focused on each of the seven elements of the framework. The toolkit contains action steps, tools, self-assessments, and examples of implementation for each of the elements.

[The Institute for Economic and Racial Equity at Brandeis University](#) developed this framework in 2015 to guide healthcare organizations through a process to work towards being a [Culturally Effective Organization](#). The framework is derived from an analysis of the overlaps and similarities of the recommendations established by various industry accrediting and standard-setting organizations, as well as subject matter experts and the [National CLAS Standards](#) from US DHHS. While initially proposed for healthcare, it is adaptable to most any organization, particularly those serving individuals and families. FRIENDS made some slightly tailored adaptations to the framework in order to focus on its applicability to community-based child and family serving organizations.

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- CBCAP State leads from: Kentucky, Colorado, and Washington
- FRIENDS PAC Members: Joanne Hodgeman and Anthony Queen
- Dr. Trinidad Tellez, from [Health] Equity Strategies, and one of the authors of the original issue brief introducing the framework.