

BHSA Racial Equity Scorecard

Alameda County



Score: 33/45

Alameda County's BHSA plan demonstrates strong commitment to community feedback, explicit disparity tracking, and robust language access infrastructure. However, it also invests in crisis response strategies that partner directly with law enforcement to provide aid in the community, which runs counter to best practice. To further elevate the plan, the county can focus on expanding non-law-enforcement crisis models, establishing housing strategies for marginalized populations, and tracking language disparities across all goals.

Projected FY 2026-27 BHSA State Funding:

\$124,354,655

Projected FY 2026-27 BHSA Spending by Category:

Behavioral Health Services & Supports

\$43,524,129

Full Service Partnerships

\$43,524,129

Housing

\$37,306,397

Total FY 2025-26 MHSA State Funding Received:

\$138,494,613

Domain	Strengths	Opportunities	Score
1. Community Engagement	➤ Engaged a wide variety of CBOs serving culturally and linguistically diverse constituents in five languages ➤ Leveraged population-specific Health Equity committees to gather targeted input ➤ Summarized key community priorities and explicitly linked public feedback to specific strategies included in the plan	➤ Share performance data and financial information during community engagement sessions to provide greater context for public feedback	5/6
2. Culturally and Linguistically Responsive Workforce	➤ Acknowledges that the current workforce lacks required cultural and linguistic diversity and connects service disparities to this need	➤ Fully detail the strategy for integrating Community Health Workers (CHWs) and peer support specialists into early intervention programs	4/5

Domain	Strengths	Opportunities	Score
2. Culturally and Linguistically Responsive Workforce (continued)	➤ Identifies paraprofessionals and peer support specialists as core elements of the workforce strategy ➤ Establishes concrete hiring goals for full-time bilingual clinicians and tracks metrics for building out the peer support workforce		
3. Language Access	➤ Maintains a robust Cultural Competence Plan that is frequently referenced throughout the integrated plan ➤ Maintains document translations in 25 languages ➤ Provides multiple service access points for LEP residents and allocates a dedicated budget for interpretation and translation	➤ Continue to leverage cultural competency plan in future integrated plan updates	5/5
4. Racially Equitable Behavioral Health Services and Supports Strategy	➤ Identifies baseline racial and ethnic disparities across BHSA-funded programs ➤ Includes culturally specific programming designed to reach underserved communities	➤ Develop dedicated disparity-reduction programs within the Children's System of Care and housing intervention sections ➤ Explicitly adopt a Housing First approach and establish targeted housing strategies for BIPOC, immigrant, and refugee populations	6/10
5. Funding Equity	➤ Outlines a braided funding model that leverages local, state, and federal revenue streams	➤ Establish an explicit strategy for utilizing state and local funds to guarantee behavioral health access for uninsured residents regardless of immigration status	2/3

Domain	Strengths	Opportunities	Score
6. Community-Based Care Approaches	➤ Invests in early intervention programs and housing connections to reduce institutionalization and hospitalization ➤ Partners with CBOs and Health Equity committees to improve outreach and lower long-term institutional care needs	➤ Transition mobile evaluation and crisis response programs toward independent, community-led models that operate without police involvement	2/4
7. Promoting Racial Equity and Addressing Racial Disparities	➤ Identifies racial and ethnic disparities across all six statewide priority goals ➤ Designates specific initiatives and programs tailored to eliminate the identified disparities	➤ Track and address language disparities to ensure consistent access to care regardless of preferred language	10/12

The BHSRacial Equity Scorecard Project evaluates county Integrated Plans across key behavioral health equity priorities.

For more information, visit
www.CPEHN.org/BHScorecards

