



**Internship Training Program
Prospectus
2018-2019**

Instituto Familiar de la Raza, Inc.

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IFR INTERNSHIP TRAINING PROGRAM

Instituto Familiar de la Raza, Inc. is a community-based social service agency with an emphasis in serving the Chicano/Latino/Indigena community with a range of mental health and HIV-related services. Services include promotion and prevention, early intervention, case management, psychological and psychiatric services, and cultural/spiritual reinforcement. The agency serves children, youth, adults, and families and has a rich history of working collaboratively with other agencies to serve the diverse needs of the Mission District and Chicano/Latino/Indigena citywide.

Organizational Background

Instituto Familiar de la Raza (IFR) is a unique institution in that it was the first bilingual/bicultural outpatient mental health program for Chicanos/Latinos in San Francisco. Its uniqueness exists not only in the nature of the program but also in the process by which it was organized.

In 1978, the need for bilingual/bicultural mental health services was clearly documented by a Latino Mental Health Task Force. At that time, community meetings were held with adults, youth, and service providers to determine the needs and strengths of the community. The data from this assessment indicated that barely 6.9% of San Francisco's 130,000 Latinos utilized mental health services. These findings served to support proposals submitted by the task force to Community Mental Health Services (CMHS) requesting funds to establish the services identified. Even though the task force was recognized as the representative voice of the Latino community and the need for services was glaringly obvious, fiscal support for the establishment of Instituto was continually delayed. The trail of broken promises ended when threats of lawsuits and the possibility of losing state funds due to non-compliance with mandates to provide services to underserved groups in the city literally forced CMHS and the Board of Supervisors to "find" money for the establishment of IFR. In June of 1980, the Board of Supervisors finally approved the concept and details of IFR's program; thus, IFR was incorporated as an organization in 1980.

IFR grew out of a dream and vision for a mental health center that would reflect the cultural and spiritual reality of a people named, La Raza--reflecting the diversity that includes Indigenous people of native and African ancestry, as well as the native-born and immigrant Chicanos/Latinos--manifesting the integration of diverse races and cultures.

Today, IFR is a community-based organization providing a variety of services to the Latino community of San Francisco. IFR's activities fall into three broad areas: 1) education and prevention; 2) direct client services; and 3) research, training, and needs assessment.

The philosophy and conceptual framework of this agency is that "to be healthy individuals, families, and communities, people need to be well in body, mind, heart, and spirit." IFR follows a model of interventions in both mental health and HIV/AIDS work that reflects biculturalization,

empowerment as well as cultural and spiritual affirmation. The agency believes that “la cultura cura” (culture heals).

Treatment Philosophy of Instituto Familiar de la Raza

The treatment philosophy of Instituto Familiar de la Raza (IFR) is based upon the belief that the targeted Raza population has specialized needs requiring specialized helping skills. These helping skills are considered “specialized” because they are culturally-relevant and linguistically-appropriate. In other words, IFR seeks to minimize the barriers to clinical services while maximizing their effectiveness. Implicit in this approach is a respect for the psychological reality of the Chicano/Latino population. This encompasses the following general guiding principles:

1. Clients shall be able to obtain services for their problems without having to overcome additional problems associated with the provider’s inability to communicate in Spanish or to understand the Raza culture in the U.S.
2. Clients shall be able to obtain services for their current psychological problems without being subjected to unsolicited or unconsented cultural imposition.
3. Clients with special needs associated with recent immigrant status, culture shock, intercultural conflict, and/or poverty shall be able to obtain help from persons skilled in dealing with these problems.

IFR is also committed to providing clinical services in such a manner that continuity of care is achieved through linkages with the San Francisco Community Mental Health Services, local Chicano/Latino and other community agencies. Through these efforts and through the development of the standard Quality Assurance Practices, IFR is further committed to providing effective services that meet the prevailing community professional standards.

General Information for All Training Tracks

Although all programs share IFR’s mission and philosophy, each training track offers interns unique opportunities to work with diverse populations and needs under the supervision of professionals who have expertise in their respective areas.

All Interns participating in the IFR Internship Training Program are required to attend the IFR Intern Orientation in early September and the weekly didactic/group supervision Training Seminar on Tuesday afternoons. Interns will also have the opportunity to participate in mental health promotional activities sponsored by the agency, as well as community consultation and education under staff supervision.

Furthermore, please take note of the following:

- ❖ All prospective Interns must complete and submit the IFR Internship Training Application and supporting documents as specified in the application packet.
- ❖ Please contact the IFR Training Coordinator to request an application packet by telephone at (415)229-0500 or by email at german.walteros@ifrsf.org
- ❖ **Application deadline is April 13, 2018 or by the CAPIC or BAPIC deadline.**
- ❖ Master, Practicum, and Doctoral-level Interns must be willing to commit at least 18-24 hours a week depending on graduate program and level.
- ❖ Post-doctoral internship level Interns must be willing to commit 24-32 hours a week.
- ❖ Internship Program period is the first week of September through first week of June.
- ❖ All trainees are required to participate in ongoing trainings, agency and program staff meetings, case conferences, and supervision sessions. Most of these activities are scheduled on Tuesday morning and afternoon.
- ❖ Competitive stipends available through SF-CBHS

TRACK I: La Clínica (Outpatient Mental Health Clinic)

Through its outpatient mental health clinic, Instituto Familiar de la Raza promotes mental health in the Latino community by offering a range of culturally informed services, including direct mental health services, psychiatric medication, advocacy, and case management. La Clínica provides public advocacy for children, adults, and families with the aim of strengthening the individual, the family, and thereby, the community; thus, preventing the institutionalization of Latinos.

The goal of the doctoral and master-level training program is to provide quality bilingual/bicultural training for emerging professionals in order to meet the mental health care needs of the Latino community in a manner and setting which is culturally, socially, and clinically appropriate and effective with a focus on Public Mental Health model.

Through La Clínica, Interns are provided the opportunity to develop experience and skills in working with a range of direct and indirect services to Latino clients including individual, couples, family, and group therapy, as well as community education and consultation.

The population served through La Clínica presents a full range of mental health issues including chronic mental illness, sub-acute disorders, family problems, dual diagnosis of mental health and substance abuse, and post-traumatic conditions. Interns work with a multi-disciplinary team consisting of a psychiatrist, psychologist, marriage and family therapists, community mental health workers, and case managers. The staff works closely with Interns to support their professional development and foster a team approach in the delivery of services that includes brief therapy and evidenced based practices.

The following interventions are relevant to this internship opportunity:

Outpatient Mental Health Services

For whom: Latinos children, families, and adults. Must be low income and a SF resident.

What: Individual and family psychotherapy, case management, and psychiatric medication to help clients improve daily functioning and improve behavioral and health outcomes.

The primary objectives of this training track are:

1. To gain experience working with Latinos in a setting and manner consistent with the values, norms, and behaviors of the community.
2. To develop skills in assessment and diagnosis, including culturally-specific conditions and disorders, and to treat these disorders.
3. To provide a supportive learning environment for professional growth, leadership development, and advocacy.

Interns will receive 1-2 hours of weekly supervision depending on their level, and will participate in case conferences and training sessions. Candidates must be enrolled at a Masters or Doctorate level, have some clinical experience, and be fully bilingual in English and Spanish.

TRACK II: Early Intervention Services (School-Based Mental Health)

Instituto Familiar de la Raza offers a unique opportunity for mental health professionals to develop clinical expertise in the areas of community and school-based mental health interventions and consultation through the work with the Early Intervention Program (EIP). The EIP provides a range of culturally-based therapeutic services to children and families who are experiencing social-emotional, behavioral, and developmental challenges that create barriers to learning and engagement with peers and staff.

Our goals are to:

- Enhance the quality of relationships between students, families, and school staff and build capacity of care providers to respond to the social-emotional, developmental, and cultural needs of children and families.
- Reduce stigma of seeking mental health support in the school setting.
- Improve academic and social outcomes of at-risk multi-cultural children in the Mission District Schools.
- Build capacity for Trauma – Informed School System

Placements are available at pre-schools, elementary, and middle schools, with an emphasis on serving the multicultural community in San Francisco. The program places great importance on prevention, early intervention, and clinical case management as the preferred mode of intervention. Direct service counseling plays a supportive role to systemic interventions. Interns work in collaboration with Early Intervention Mental Health Consultants who provide consultation services to the sites.

Interns will provide mental health services by conducting:

1. Psychosocial intakes and assessments of children and youth in collaboration with teachers, staff, and family members to determine possible barriers to academic and socio-emotional development.
2. Observation of children's interactions in the classroom and home.
3. Work with appropriate staff and significant caretakers to develop strategies to maximize the child's capacity for success.
4. Case management for children and families.
5. Crisis intervention.
6. Individual play therapy and family therapy to children, youth, and their families.
7. Group therapy and socialization groups.
8. Participate in weekly didactic seminars and case presentation meetings.
9. Participate in school and community agency meetings to provide mental health consultation to staff.

Interns will receive 1 hour of individual supervision a week and will participate in weekly group supervision and training. Candidates should be at least a Masters Level student. Candidates must be fully bilingual in English/Spanish.

TRACK III: Si a La Vida– Integrated HIV Services

Instituto Familiar de la Raza established the first Latino/Chicano specific HIV program in San Francisco in 1985. Instituto's **Si a la Vida program** provides a range of culturally-based wellness services to LGBTQ individuals, particularly those at risk of infection or living with HIV/AIDS.

Our goals are to:

- Contribute to the reduction of new HIV infections among Latinos in San Francisco.
- Reduce stigma due to HIV status, sexual orientation, and transgender identity.
- Improve health outcomes and quality of life for LGBTQ Latinos/as.

Mental health providers and interns work with clients living with HIV who present symptoms stemming from HIV diagnosis, medical and psychological conditions, substance use and addictions, history of abuse and trauma, social stigma, interpersonal relationships, socioeconomic barriers, etc. Experience working in the HIV field and providing services to LGBTQ individuals is essential for providers in this program.

The following interventions are relevant to this internship opportunity:

HIV Outpatient Mental Health Services

For whom: Latinos living with HIV regardless of sexual orientation and gender. Must be low income, uninsured or underinsured, and a SF resident.

What: Individual psychotherapy and substance abuse counseling to help clients improve daily functioning and improve behavioral and health outcomes.

Mental Health Group

For whom: Latinos living with HIV regardless of sexual orientation and gender. Must be low income, uninsured or underinsured, and a SF resident.

What: Group counseling to help clients improve daily functioning and improve behavioral and health outcomes.

HIV Case Management

For whom: Latinos living with HIV regardless of sexual orientation and gender. Must be low income, uninsured or underinsured, and a SF resident.

What: Assessment of medical, mental health and practical needs. Ongoing assistance with accessing health and support services, adhering to a treatment plan, and managing services and systems.

Candidates must be fully bilingual in English/Spanish.

Interns in this program will have the opportunity to work with a multi-disciplinary team that includes a Psychiatrist, a Clinical Psychologist, Psychotherapists, Substance Abuse Counselors, and Health Educators. There are monthly mental health meetings to discuss client work and case conferences, as needed, in addition to clinical supervision.

TRACK IV: La Cultura Cura Program

Instituto Familiar de la Raza established La Cultura Cura (LCC) program in 2000 as part of a greater vision in the Mission District to create healthy alternatives for at-risk youth. Today, LCC's programs and services focus on the experiences that confront Chicano/Latino youth in San Francisco. La Cultura Cura is IFR's youth component which offers families mental health services, care management, advocacy, and pro-socialization programming in an effort to provide a healthy environment where young people feel supported and empowered while they participate in culturally relevant structured activities. LCC offers these mobile treatment services at partner CBO sites, in families' homes, and at IFR sites throughout the community on an as-needed basis to ensure access to support in safe spaces.

Our goals are to:

- Work within the community, schools, and through the court systems to ensure that youth and their families receive needed advocacy and services.
- Have a positive, lasting impact on the lives of our adolescent and transitional aged youth clients so that they may positively impact the health and wellness of the Chicano/Latino community of which they are a part.
- Develop meaningful and dependable relationships with teens to expand their life skills, reinforce a positive cultural identity, and encourage them to create positive contributions to their community.
- Ensure access to mental health and care management services

Mental health specialists, care managers, group facilitators, and interns provide services to 12-24 year old Latino at-risk youth who present with symptoms stemming from psychological conditions, trauma, substance use and addictions, history of abuse, community and familial integration, academic struggles, interpersonal relationships, socioeconomic barriers, legal issues, etc. Experience working in the juvenile justice field or in crisis/trauma related services and providing services to at-risk youth/transitional aged youth is essential for providers in this program. Services may be provided at the agency, in school, in juvenile hall, or in the community.

The following interventions are relevant to this internship opportunity:

Outpatient Mental Health Services

For whom: At-risk 12-24 year old Latino youth city-wide with an emphasis on serving any at-risk youth in the Mission District.

What: Individual and family psychotherapy to help clients improve daily functioning and improve behavioral and health outcomes.

Mental Health, Life-skill, and Psycho-education Groups

For whom: At-risk 12-24 year old Latino youth and their families.

What: Group counseling to help clients improve daily functioning and improve behavioral and health outcomes.

Care Management

For whom: At-risk 12-24 year old Latino youth city-wide with an emphasis on serving any at-risk youth in the Mission District.

What: Assessment of medical, mental health, pro-social, and practical needs. Ongoing assistance with accessing health and support services, adhering to academic and legal plan, and managing services and systems.

Interns in this program will have the opportunity to work with a multi-disciplinary team that includes mental health specialists, care managers, and group facilitators. There are monthly mental health meetings to discuss client work and case conferences, in addition to clinical supervision. Interns will receive one hour of individual supervision and will participate in weekly group supervision and training. Candidates must be fully bilingual in English/Spanish.



Instituto Familiar de la Raza, Inc. Internship Training Application

Thank you for your interest in Instituto's practicum/internship program. Please complete all sections of this application. Completed application and other required supporting documents must be submitted to IFR no later than April 13, 2018 or by the CAPIC or BAPIC deadline whichever applies to you.

Please use the following checklist to ensure that you have submitted the application and all required supporting documents.

- IFR Application and (CAPIC or BAPIC if applicable)
- Cover Letter and Résumé or Curriculum Vitae
- 2 Letters of Recommendation

****Please mail all documentation to the following IFR contact and address or email:**

Via U.S. Mail:

Germán Walteros, LMFT
Instituto Familiar de la Raza, Inc.
2919 Mission Street
San Francisco, CA 94110

Via Email Address:

German.Walteros@ifrsf.org

Section 1: Contact Information. Please answer each question in this section.

1. Name: Last	First	Middle
2. Email Address:		
3. Telephone #		

Section 2: Internship Preference. Please rank 1-4 in order of preference.

<input type="checkbox"/> La Clínica	<input type="checkbox"/> Early Intervention	<input type="checkbox"/> Si a la Vida Mental Health Services
<input type="checkbox"/> La Cultura Cura		

Section 3: Language Ability

3. Language other than English in which you are fluent: <input type="text"/>	<input type="checkbox"/> Read	<input type="checkbox"/> Write	<input type="checkbox"/> Speak
<input type="checkbox"/> Yes <input type="checkbox"/> No			

Section 4: School & Degree being Pursued

Degree:	<input type="checkbox"/> Ph.D.	<input type="checkbox"/> Psy.D.	<input type="checkbox"/> MSW	<input type="checkbox"/> MFT	<input type="checkbox"/> Other
School:					

Section 5: Internship Program Level

<input type="checkbox"/> CAPIC
<input type="checkbox"/> BAPIC
<input type="checkbox"/> Not Applicable