Internship Training Program
Prospectus
2020-2021

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 biculturation,
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 weekly didactic/group supervision Training Seminar on Wednesdays from 1:00pm to 4:00pm. 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.

Doctorate practicum students and pre-doctoral interns will conduct assessments as needed per clinical demand, including psychological, neuropsychological and forensic assessments with children, adolescents and adults, to measure cognitive and emotional functioning. Assessment
batteries would be designed to appropriately respond to the referral questions and the client's needs. Some of the tests used include cognitive, intellectual and adaptive assessment instruments; achievement measures tests; neuropsychological instruments; symptom questionnaires; personality assessments; projective instruments; among others.

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@ifrfsf.org

- **Application deadline is April 20, 2020 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.

- Interns who participate at least 18 hours of Internship per week are eligible for a $300.00 monthly IFR stipend. In addition, you are eligible to compete for an additional stipend offer through SFDPH-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, clinical social 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 Master's 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.
- 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.
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.
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 20, 2020 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@ifrfsf.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.

- La Clinica
- Early Intervention
- Si a la Vida Mental Health Services
- Other

### Section 3: Language Ability

3. Language other than English in which you are fluent:  
   - Read
   - Write
   - Speak
   - Yes
   - No

### Section 4: School & Degree being Pursued

Degree:  
   - Ph.D.
   - Psy.D.
   - MSW
   - MFT
   - Other

School:

### Section 5: Internship Program Level

- CAPIC
- BAPIC
- Not Applicable