



**Internship Training Program
Prospectus
2010-2011**

Instituto Familiar de la Raza, Inc.

**2919 Mission Street
San Francisco, CA 94110**

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IFR INTERNSHIP TRAINING PROGRAM

Instituto Familiar de la Raza, Inc. is a community-based health and social service agency with the emphasis in serving the Chicano/Latino community with a range of mental health and HIV-related services. Services include promotion and prevention, early intervention, case management, psychological and psychiatric services, mentoring 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.

Organizational Background

Instituto Familiar de la Raza (IFR) is a unique institution in that it is 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 law suits 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:

14. 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.
15. Clients shall be able to obtain services for their current psychological problems without being subjected to unsolicited or unconsented cultural imposition.
16. 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.

In order to fulfill the requirements of these guiding principles, IFR is committed to working closely with the staff who will be involved through an ongoing in-service training and/or supervision program.

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 ext: 214 or by email at gwalteros@ifrsf.org
- ❖ **Application deadline is March 31, 2010. CAPIC deadline as set by CAPIC.**
- ❖ 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
- ❖ Interns may be eligible to apply for competitive Multicultural Student Stipends ranging from \$1,700 to \$3,000 sponsored by San Francisco County Community Behavioral Health Services (CBHS).

TRACK I: La Clínica (Outpatient Mental Health Clinic)

Instituto Familiar de la Raza, through its outpatient mental health clinic, promotes mental health in the Latino community by offering a range of services, including early intervention, direct mental health services, and case management. La Clínica provides culturally proficient services and 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.

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, 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.

The primary objectives of this training track are:

18. To gain experience working with Latinos in a setting and manner consistent with the values, norms, and behaviors of the community.
19. To develop skills in assessment and diagnosis, including culturally-specific conditions and disorders.
20. To provide a supportive learning environment for professional growth, leadership development, and advocacy.
21. Enhance Interns' abilities to utilize clinical, psychosocial, and cultural knowledge in the provision of services to the Latino community.
22. Familiarize Interns' abilities to utilize clinical, psychosocial, and cultural knowledge in the provision of services to the Latino community.

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 at a Masters or Doctorate level, have some clinical experience, and be fully bilingual in 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.

Placements are available at several 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 will have the opportunity to develop skills in working with children and youth whose life experience places them at risk from developing their full social, emotional, and academic potential.

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 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 Masters level. Strongly prefer bilingual in Spanish.

TRACK IV: Administrative/Development Track

Interns interested in learning about the administrative, funding, staff and organizational development activities of non-profit and community-based agencies are encouraged to apply. Each trainee will work closely with an appointed Director to develop an individualized curriculum based on agency needs and Intern interests.

TRACK V: Clinical Mentoring Service Program

IFR's Clinical Mentoring Service Program was established in 1995 to provide culturally-competent and quality mentoring services to multi-ethnic children and youth. The program intends to be part of a network of agencies aimed at ensuring that children and youth with severe emotional problems have services available to them. Our philosophy is one in which we believe strongly that cultural and psychosocial expertise are necessary to meet the mental health needs of children and adolescents. IFR strongly believes in the self-determination and resilience of its community members, and in promoting self-determination and pro-social behavior in our community and children.

The program serves children and adolescents who are 6-18 years of age, have been identified as having serious emotional problems or at risk for becoming seriously emotionally disturbed, and/or have been placed in an out-of-home placement or higher level of institutional care. The Clinical Mentoring Service Program provides Mentors in a one-to-one relationship with a child to decrease or eliminate at-risk behaviors and promote positive behaviors. The role of the Mentor is to guide the youngster's behavior and reinforce positive changes, offer companionship, and share extracurricular activities. A Mentor may work from 4 to 10 hours per week depending on the youngsters needs. The program provides direction and support to Mentors so that they can effectively promote the client's growth and help the client achieve her/his goals.

The Clinical Mentoring Service Program provides this service in a manner consistent with the established goals of Instituto Familiar de la Raza. The goals are to: 1) use the client's culture as a resource for appropriate interventions; 2) foster the development of empowered individuals and families; and 3) reinforce the spiritual and cultural values of a people.

Internship opportunities within the Clinical Mentoring Service Program are generally limited to administrative activities. Responsibilities and tasks include:

1. Assist Program Coordinator in establishing an ongoing evaluation process and tools to measure program outcomes.
2. Assist Program Coordinator in areas related to program development including fund development, mentor training activities, and materials development such as program and resource manuals.

Interns will receive 1 hour of individual supervision weekly. Candidates can be at a Bachelors or Masters level and Spanish fluency is not required.

TRACK VI: Chicano/Latino Family Resource System (FRS) ~ Casa Corazón

Chicano/Latino Family Resource System (FRS) is a collaboration of 5 agencies that provide a variety of services in the Mission District and citywide. FRS work with Chicano/ Latino families, with a specific focus on families with children (primarily from 0 to 12 years old) at risk of abuse and neglect.

FRS provides comprehensive information, referral resources, and mental health services. Utilizing methods such as play therapy, movement groups for anxiety, and case management to link families to other specialized services.

Casa Corazón is a program for expectant mothers or children up to five years old within Chicano/Latino families. Casa Corazón offers a wide circle of knowledge and support for families that is provided in a professional and traditional manner. Our goal is to understand and meet the unique needs of the population by;

- Creating a safe and welcoming community space for parents to share fun and learning with their children and other families.
- Providing parents with access information on raising healthy children through education in child development, nutrition, and parenting support.
- Developing parent leadership skills in the community.

The interns in this track will gain expertise in a system where Latinos families have access to an array of easily accessible, holistic and culturally appropriate activities that are provided in a friendly and parent-driven environment. 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.

Interns can work in the following areas:

1. Case-management – Bachelor level Interns will assist families in achieving specified goals through a mutually agreed upon service plan. Conduct family assessments and facilitate the use of appropriate referrals and connections to services.
2. Intake/assessment/clinical – Master/Doctorate level Interns will conduct a psychosocial intake and assessment of adult clients, and family members to determine possible barriers to academic and socio-emotional development. Provide individual, couple and family therapy to adults, children and their families.

Interns will receive 1-2 hours of weekly supervision depending on their level. Candidates must be fully bilingual in Spanish.



Instituto Familiar de la Raza, Inc. Internship 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 March 3, 2008. CAPIC application must be received by the CAPIC deadline.

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

- IFR Application and (CAPIC if applicable)
- 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
Instituto Familiar de la Raza, Inc.
2919 Mission Street
San Francisco, CA 94110

Via Email Address:

gwalteros@ifrsf.org

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

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

Section 2: Internship Preference. Please rank 1-5 in order of preference.

La Clínica/Mano a Mano _ Early Intervention _ Clinical Mentoring _ Administration/Development _
Family Resource System / Casa Corazón _

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:

- CAPIC
- BAPIC