

**Core Trainings Descriptions and Goals
Hispanic Psychiatry Fellowship**

Core Trainings	Description and Goals
Policy and Leadership	Considering that ethnic minorities are usually excluded from leadership groups and governing bodies, training regarding policy and leadership is essential for a Hispanic psychiatrist. The goal is to learn how to lead a mental health system in identifying racist policies, actively advocate for change, engage sustainable support, and become empowered to lead.
Culture in Psychiatric Care	Errors in mental health practice occur when clinicians do not take culture into account. However, specific skills in eliciting appropriate information can be learned and used in the care of multiple Hispanic groups with different cultural and structural influences (8). The goal is to practice incorporating cultural approaches to psychiatric care (8).
Delivery of Evidence-Based Psychiatric Care for Hispanics	Operationalizing culturally sensitive approaches in a mental health system with barriers for Hispanics is challenging. The goal is to gain expertise in the clinic model addressing psychopharmacology for severe mental illness in Hispanics, psychotherapy, and leadership of the treatment team. There is additional focus on structural problems such as stigma, uncertain immigration status, homelessness, poverty, lack of health insurance, injustice, and discrimination while keeping in mind unique explanatory models of illness and expectations for treatment.
Recovery-Oriented Care and Health	The culture of medicine is different from that of recovery-oriented approaches, and there is no specific recovery model for Hispanics. Faculty from the Program for Recovery and Community Health (PRCH) guide the training. The goal is to learn recovery

<p>Services Research</p>	<p>approaches and develop expertise in community participatory research. A scholarly project addressing recovery and mental health services research for Hispanics is encouraged (12).</p>
<p>Forensics</p>	<p>Hispanics with language barriers face significant problems securing mental health treatment, and this is compounded if they are legally involved. The goal is to learn why minorities are overrepresented in the legal system, how race and ethnicity play a role in legal dispositions and, the added disadvantages immigrants face when attempting to resolve legal issues (9).</p>
<p>Substance Use</p>	<p>Frequently, people who suffer from substance use disorders (SUD) have a co-occurring mental illness, may be victims of domestic violence, and are at high risk for accidental overdoses. They present unique patterns, for example, Hispanic adolescents have an alarmingly high prevalence of heroin and opioid use (10). The goal is to understand disparities and barriers in Hispanic SUD care and learn prevention strategies and best practices.</p>
<p>Education, Teaching, and Training</p>	<p>The lack of training on cultural sensitivity in health care and decreased knowledge about disparities and bias existing in health care is profound. The goal is for the Fellow to become an effective teacher and leader in the field. As expertise is gained, the fellow may then teach junior trainees in learning culturally sensitive interview skills, addressing bias in health care, and promoting health equity, thereby disseminating a solution to minority physician workforce disparities and the scarcity of Hispanic psychiatrists (7,11).</p>

Fellowship Timeline

