



**Internship Training Program
Prospectus
2024-2025**

Instituto Familiar de la Raza, Inc.

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Introduction

Instituto Familiar de la Raza, Inc. (IFR) is a community-based nonprofit social service agency with a primary focus on providing a wide range of mental health and HIV-related programs and services to address the needs of the Chicano/Latino/Indígena community. IFR's services include health promotion and prevention, early intervention, case management, psychological and psychiatric services, and cultural/spiritual reinforcement. With a rich history of working collaboratively with other agencies to serve the diverse and emerging needs of the Mission District and Chicanos/ Latinos/Indígena community citywide, the organization serves children, youth, adults, and families.

Organizational Background

Instituto Familiar de la Raza was incorporated in 1978 in the largely Latino Mission District of San Francisco. In response to the lack of culturally familiar and responsive bilingual/bicultural mental health services, IFR was conceived by a group of emerging clinicians and community activists known as the Latino Mental Health Task Force.

Even though the Task Force was recognized as the representative voice of the Latino community and the need for services was glaringly obvious, financial support for IFR was continually delayed. A long trail of broken promises ended when threats of lawsuits and the possible loss of state funds due to non-compliance with mandates to provide services to underserved groups in San Francisco forced the local public health department and the Board of Supervisors to support the establishment of IFR. In June of 1980, the Board of Supervisors finally approved the concept and details of IFR's program.

IFR emerged out of a vision for a mental health center that would reflect cultural and spiritual reality of a community of people: la Raza, a term intended to reflect the diversity and unity of Chicanos/Latinos, inclusive of indigenous peoples, those of African ancestry, native-born families and individual, and immigrants.

After great efforts to obtain funding, staff, and office space, IFR opened its doors, becoming the first bilingual/bicultural outpatient mental health program for Chicanos/Latinos in San Francisco. As Latinos from various countries, including several Mayan and other indigenous populations, came to San Francisco, IFR's mission expanded to include indigenous and recent immigrant Latino communities.

Born out of a struggle for visibility and a love for community, IFR has maintained its founding philosophy and conceptual framework that, to be healthy individuals, families, and communities, people need to be well in mind, body, heart, and spirit. This sentiment is reflected in IFR's responsiveness to community needs, its innovative culturally-based interventions, and its integrated service model that incorporates the unique needs, barriers and assets of the Chicano/Latino/ Indígena community.

Organizational Pillars

Since its inception, IFR has been guided by three organizational pillars that serve as a guidepost for all IFR staff. They are a reflection of our organizational values and include the following:

1. **La Cultura Cura (culture heals):** Culture is a filter through which our worldview, including health and wellness, is defined, experienced and distinguished. They may produce challenges and barriers, but they also include numerous resources. Among these are distinct coping skills, resilience factors, cultural traditions, and affirming practices. These cultural resources support and validate identity, value, and worth. They reflect and celebrate diversity and can promote healing. IFR integrates culturally based approaches that promote healthy cultural identity development and resilience.
2. **Tú Eres Mi Otro Yo (you are my other self):** This indigenous teaching emphasizes the meaningful connection and interdependence we have to one another and all that is natural around us. It is a reminder that we are all bound together as a community, regardless of our individual status in the world. As such, our collective health and well-being is a community responsibility. To disenfranchise one of us is to disenfranchise all of us. Our actions or inactions affect our well-being and that of our community.
3. **Sí Se Puede (yes we can):** Many of the challenges facing the Chicano/Latino/Indígena community have included struggles for social justice. First inspired by the culturally-based struggle for social justice of the United Farmworkers, this principle reflects our determined spirit and resilience as individuals and as a community. It is the belief that in our individual and collective ability to break down barriers, overcome adversity, create social change, and maintain healthy and vibrant communities.

In addition to these three organizational pillars, IFR is also guided by the principle of the ollín. This Aztec symbol, which also serves as IFR's logomark, symbolizes movement. IFR recognizes the importance of movement in honoring changes in culture, emerging needs, and our individual and collective growth and development. It is a recognition of how we honor traditions while welcoming new perspectives and ways to promote healing.

Treatment Philosophy

IFR's treatment philosophy is based upon the belief that the targeted Raza community has specialized needs requiring specialized supports. They are considered "specialized" because, to be effective, they must be culturally-relevant and linguistically-appropriate. In other words, IFR seeks to minimize associated cultural barriers to clinical services while maximizing their effectiveness. Implicit in this approach is a respect for the psychological reality of the Chicano/Latino/Indígena population and is incorporated in our treatment philosophy:

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

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

IFR Internship Program - General Information

IFR's Internship Program offers in-depth training and supervision for Master, Practicum and Doctoral-level interns. All Interns are required to attend the Intern Orientation in early September and weekly didactic/group supervision Training Seminars on Wednesdays from 1:00pm to 4:00pm.

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 Wednesday mornings and afternoons. Interns may also 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 based on clinical demand, including psychological, neuropsychological and forensic assessments with children, adolescents and adults, to measure cognitive and emotional functioning. Assessment batteries will be designed to appropriately respond to referral questions and client needs. Among the tests used are cognitive, intellectual and adaptive assessment instruments; achievement measures tests; neuropsychological instruments; symptom questionnaires; and personality assessments; projective instruments, among others.

Master, Practicum and Doctoral-level interns should be willing to commit 18-24 hours a week, depending on the graduate program and level. Post-doctoral interns should be willing to commit 24-32 hours a week.

Interns who participate at least 18 hours of internship per week are eligible for an \$800 monthly stipend. In addition, you will be eligible to compete for an additional stipend offer through SFDPH-CBHS.

A key element of IFR's Internship Program are the various training tracks offered to interns. Each track allows interns unique opportunities to work with diverse subpopulations and needs under the supervision of professionals with expertise in the respective areas. A brief summary of the tracks is included in the table below; a fuller description of each track is provided in subsequent pages.

Track	Name	Population	Primary Modality
I	La Clínica	Latino children, families, adults	Psychotherapy
II	Sana Sana	Children and caregivers	School-based mental health consultations, group therapy, crisis intervention
III	Sí a la Vida	Latinos with/at risk for HIV; LGBTQ Latinx youth	Psychotherapy, group counseling, case management
IV	La Cultura Cura	Latinx youth	Individual/family psychotherapy, group counseling, case management
V	Indígena Health & Wellness	Mayan/indigenous individuals & families; recent arrivals	Psychotherapy, case management

In addition to the above requirements, the following application instructions should be observed:

- 1) All prospective Interns must complete and submit the IFR Internship Training Application and supporting documents as specified in the application packet.
- 2) The **deadline** for the Internship Training Application is **April 26, 2024 or by the CAPIC or BAPIC deadline.**
- 3) To request an application packet, please contact the Administrative Coordinator Carolina Hernandez by phone at (415) 229-0500 or by email at carolina.hernandez@ifrsf.org.

Training Track Information

IFR's activities fall into three broad areas: 1) education and prevention; 2) direct client services; and 3) research, training, and needs assessment. To provide the necessary "specialized" services to unique Raza subpopulations or in unique venues, IFR developed programs within these categories and that incorporate the modalities that provide the most effective approaches for healing.

TRACK I: LA CLÍNICA

La Clínica is IFR's outpatient mental health clinic. La Clínica 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, family, and thereby, the community. By doing so, this support prevents the institutionalization of Latinos.

The goal of the doctoral and master-level training program is to provide quality bilingual/bicultural training for emerging professionals 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 the public mental health model.

Through La Clínica, Interns have opportunities to develop skills and experience with a range of direct and indirect services, 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 multidisciplinary team that includes 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.

Interns with La Clínica will receive 1-2 hours of weekly supervision depending on their level and will participate in case conferences and training sessions. Intern candidates must be enrolled at the Master or Doctorate level, have some clinical experience, and fully bilingual in English and Spanish.

Training track primary objectives:

- Gain experience working with Latinos in a setting and manner consistent with the values, norms, and behaviors of the community.
- Develop skills in assessment and diagnosis, including culturally-specific conditions and disorders, and to treat these disorders.
- Provide a supportive learning environment for professional growth, leadership development, and advocacy.

For whom:

Latino children, adults, and families. Clients must be San Francisco residents and low income.

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

TRACK II: SANA SANA

Sana Sana is IFR's mental health consultation program. This track offers a unique opportunity for mental health professionals to develop clinical expertise in community- and school-based mental health interventions and consultations. Sana Sana provides a range of culturally-based therapeutic services to children and their families who are experiencing social-emotional, behavioral, and developmental challenges that create barriers to learning and engagement with peers and staff.

Placements are available at pre-schools, elementary, and middle schools, with an emphasis on serving the multicultural community in San Francisco. Sana Sana places great importance on prevention, early intervention, and clinical case management as the preferred mode of intervention, while direct service counseling plays an important supportive role in systemic interventions. Interns in this track work in collaboration with Sana Sana Consultants who provide consultation services at the sites.

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

The following objectives and interventions are provided with this internship opportunity:

Training track primary objectives:
<ul style="list-style-type: none">· 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

For whom:
Latino children, their caregivers, including parents, teachers, school administrators, and other significant individuals.

Services/training offered:
<ul style="list-style-type: none">· 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.· Observation of children's interactions in the classroom and home.· Work with appropriate staff and significant caretakers to develop strategies to maximize the child's capacity for success.· Case management for children and families.· Crisis intervention.· Individual play therapy and family therapy to children, youth, and their families.· Group therapy and socialization groups.· Participate in weekly didactic seminars and case presentation meetings.· Participate in school and community agency meetings to provide mental health consultation to staff.

TRACK III: SÍ A LA VIDA

IFR first established Sí a la Vida in 1985 in response to the lack of need for programs and services for Latinos with or at risk for HIV. While the program continues to provide services for this population, it has expanded programming to include a range of culturally-based wellness services for the LGBTQ Latinx community.

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.

Sí a la Vida Interns will have the opportunity to work with a multidisciplinary team that includes a Psychiatrist, a Clinical Psychologist, Psychotherapists, Substance Abuse Counselors, and Health Educators. In addition to clinical supervision, monthly mental health meetings are held to discuss client work and case conferences, as needed. Intern candidates must be fully bilingual in English and Spanish.

The following objectives and interventions are provided with this internship opportunity:

Training track primary objectives:
<ul style="list-style-type: none">· 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.

HIV Outpatient Mental Health Services

For whom:
Latinos living with HIV regardless of sexual orientation and gender. Clients must be low income, uninsured or underinsured, and a San Francisco resident.
Services/training offered:
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. Clients must be low income, uninsured or underinsured, and a San Francisco resident.
Services/training offered:
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. Clients must be low income, uninsured or underinsured, and a San Francisco resident.
Services/training offered:
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.

TRACK IV: LA CULTURA CURA

La Cultura Cura is IFR's youth program. Established in 2000 as part of a larger Mission District vision to create healthy alternatives for at-risk youth, La Cultura Cura provides programs and services that focus on the experiences and challenges that confront Chicano/Latino/Indígena youth in San Francisco. The program offers family mental health services, care management, advocacy, and pro-socialization programming that offers a healthy environment where young people feel supported and empowered while they participate in culturally relevant structured activities.

At La Cultura Cura, mental health specialists, care managers, group facilitators, and interns provide services to 12–24-year-old at-risk Latino youth who present with symptoms stemming from psychological conditions, substance use and addictions, a history of abuse, community and familial integration, academic struggles, interpersonal relationships, socioeconomic barriers, and legal issues, among others. Experience working in the field of juvenile justice 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 IFR, in school, in juvenile hall, or in the community.

La Cultura Cura Interns will have the opportunity to work with a multidisciplinary team that includes mental health specialists, care managers, and group facilitators. In addition to clinical supervision, monthly mental health meetings will be held to discuss client work and case conferences. Interns will receive one hour of individual supervision and will participate in weekly group supervision and training. Intern candidates must be fully bilingual in English/Spanish.

The following objectives and interventions are provided with this internship opportunity:

Training track primary objectives:
<ul style="list-style-type: none"> · 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

Outpatient Mental Health Services

For whom:
At-risk 12-24-year-old Latino youth citywide with an emphasis on at-risk youth in the Mission District.
Services/training offered:
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.
Services/training offered:
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.
Services/training offered:
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.