Your Career in Behavioral Health at La Clínica de La Raza

Our Mission and Purpose:
Improving the lives of the diverse communities we serve
El Centro de Salud Mental (The Center for Mental Health) was founded in 1973 as a partnership of concerned community leaders and local university students in response to the community’s need for culturally appropriate behavioral health services for the Latinx community. Forty-six years later, Behavioral Health services are offered in clinic, school and community settings. Now, nuestro equipo (our team) is comprised of peer educators, case managers, MSW’s, LCSW’s, AMFT’s, MFT’s, PhD’s, PsyD’s, DrPH, MD’s, and NP’s. We have four programs that span Alameda, Contra Costa and Solano counties:

1. Casa del Sol (House of the Sun)
2. Casa de Luz (House of Light)
3. Cultura y Bienestar (Culture & Wellbeing)
4. Integrated Behavioral Health

Our work is rooted in the values of respect, justice and the belief in innate resiliency. Our work is crucial – now more than ever.

Come Join Us!
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La Clínica de La Raza

Who We Are

La Clínica de La Raza began in 1971 as a single storefront operation providing medical care in Oakland. Since then, La Clínica has grown into a sophisticated provider of primary health care and other services spread across Alameda, Contra Costa, and Solano counties. With a total of 35 locations including service sites, support sites, and administration, we continue to expand our reach in our community. La Clínica delivers health care services in a culturally and linguistically appropriate manner to most effectively address the needs of the diverse populations it serves. In 2018, La Clínica served 90,725 patients and provided 349,174 patient visits. With 48 years of experience serving the community, La Clínica is one of the largest community health centers in California.

Our Mission

The mission of La Clínica is to improve the quality of life of the diverse communities we serve by providing culturally appropriate, high quality, and accessible health care for all.

Our Vision

La Clínica is a premier community health center, rooted in the concepts of wellness, prevention and patient-centered care.

Our Services

- Adolescent Services
- Women's Health
- Case Management
- Prenatal & Postnatal Care
- Preventive Medicine
- Health Education
- Nutrition Education
- Vision and Eye Care
- Behavioral Health
- Medical
- Dental
- Pharmacy
- Radiology
- Laboratory
- Referral Services
Our History of Service

La Clínica de La Raza opens 1971

1973 Mental Health Department opens
1978 Casa del Sol opens

Community Health Education (CHE) opens 1979

San Antonio Neighborhood Health Center opens 1980
1980 Case Management Begins
1990 Clínica Alta Vista and Hawthorne Elementary School-Based Health Centers open

Pittsburg Medical & San Lorenzo High School Based Health Center open 1999

2000 Oakland TechniClinic Tiger Health Clinic School Based Health Centers open

Roosevelt School Based Health Center and La Clínica Vallejo open 2002

2003 La Clínica Monument and La Clínica Transit Village open

La Clínica Vallejo Great Beginnings opens 2006

2007 Integrated Behavioral Health services begin

La Clínica North Vallejo opens 2008

2010 Cultura y Bienestar begins mental health prevention and early intervention

Havenscourt School-Based Health Center opens 2011

2012 La Clínica’s 2nd specialty mental health program, Casa de Luz, opens in Oakley

Youth Heart School Based Health Center and Fuente Wellness Center open 2013

2015 La Clínica Julian R. Davis Pediatrics opens

2016 The La Clínica Behavioral Health Training Center is founded

La Clínica Julian R. Davis Pediatrics opens 2015

2018 Casa de Luz opens in new location and UCSF Psychiatric Mental Health Nurse Practitioner Program rotation begins

Non-Behavioral Health events

Behavioral Health events
Jane García, CEO

Leading our organization of more than 1,150 workforce members is Jane García, MPH, who has been at La Clínica for the last 37 years. Ms. García is an advocate and activist with a passion for preserving community health care for all residents regardless of ability to pay. Her commitment to community health care has been recognized on numerous occasions. Most recently she was awarded the “César Chávez Legacy Award.” Ms. García was recognized by the San Francisco Business Times as one of the Most Admired CEOs in 2017.

Jane García receiving the 2019 Alumna of the Year Award from the University of California, Berkeley School of Public Health with Bernard Tyson Chairman and CEO of Kaiser Permanente (right) and Dr. Will Dow, PhD Interim Dean for the School of Public Health at UC Berkeley

Board of Directors

La Clínica de La Raza is a community health center governed by a 16-member Board of Directors, 10 of whom are La Clínica patients. The Board of Directors is responsible for governance, fiscal oversight, strategic planning, and institutional advancement of La Clínica. Board members are volunteers and serve without compensation.
Who We Serve

Providing High Quality Care to the Underserved in the East Bay Area

La Clínica de La Raza provides high quality health care services at sites located in Alameda, Contra Costa, and Solano counties of the East Bay Area.

1. La Clinica de La Raza (Fruitvale Village)
2. La Clínica de La Raza Fruitvale Dental
3. Community Health Education (Adult)
4. Community Health Education (Youth)
5. La Clínica de La Raza — WIC Program
6. La Clínica Dental at Children’s Hospital Oakland
7. Family Optical
8. Casa del Sol
9. Casa del Sol II
10. Casa del Sol III
11. Clínica Alta Vista
12. San Antonio Neighborhood Health Center
13. Hawthorne Elementary School-Based Health Center
14. Oakland Technical High School-Based Health Center (TechniClinic)
15. Fremont High School-Based Health Center (Tiger Health Clinic)
16. Havenscourt Health Center
17. San Lorenzo High School-Based Health Center
18. Roosevelt Middle School-Based Health Center
19. La Clínica Pittsburg Medical
20. La Clínica Pittsburg Dental
21. La Clínica Oakley
22. La Clínica Monument
23. Dental Care Mobile, a Contra Costa Collaborative
24. La Clínica Vallejo
25. La Clínica Vallejo Dental
26. La Clínica Vallejo Great Beginnings
27. La Clínica Vallejo Great Beginnings Support Services
28. La Clínica North Vallejo
29. La Clínica North Vallejo Administrative and Support Services
30. La Clínica North Vallejo/Great Beginnings Administrative and Support Services
31. Youth Heart Health Center
32. Fuente Wellness Center
33. La Clínica Julian R. Davis Pediatrics
34. La Clínica Dental at Elsa Widenmann Health Center
35. Casa de Luz
Behavioral Health at La Clínica

Empathy and Impact

We serve individuals and families who have never been able to access any kind of behavioral health service before. At La Clínica, they will find a clinician who is familiar with the health challenges of their community and who is able to provide culturally appropriate interventions that promote resilience and healing.

That’s who we are, that’s what we do.

• We support patients who are affected by a wide variety of psychosocial challenges that disproportionately impact under-served communities.

• We bear witness to stories of struggle and trauma that are told for the first time. We partner to guide towards wellness.

• We support families impacted by immigration, regardless of immigration status. We help them cope with separation by promoting healing and reconnection after separation.

• We support families that have cared for loved ones with serious mental illness in their homes for many years before they sought support. We help them feel less alone and to be more able to support their family members.

• We break down barriers to access by meeting the client wherever they may be – literally – by providing home visits, educational workshops in the community or by walking a client to new services.
Community Mental Health Services: Casa del Sol, Oakland, CA

*Casa del Sol* (House of the Sun) exists to foster a healing, empowering and hopeful environment that provides linguistically and culturally sensitive, holistic and comprehensive services for the community. La Clínica's Community Behavioral Health Department in Alameda County provides, primarily in Spanish, individual and family therapy, group counseling, and psychiatry for children, adolescents, adults and older adults with mental health conditions or co-occurring mental health and substance use conditions.

Programs include Crisis Stabilization, Intensive Services for adults with severe mental health conditions or co-occurring conditions, Intensive services for children and adolescents, families at risk of child abuse/neglect, families impacted by domestic violence/intimate partner violence and/or HIV+ individuals.

What brought you to and keeps you at La Clínica?

“It has been almost 20 years of intense and challenging work, but it’s my dream job. I feel fulfilled and I have a sense of purpose every day at Casa del Sol. I’ve met the most generous and compassionate people and I’ve made friends for life.”

*Mariella, MFT*

Behavioral Health Clinician, *Casa del Sol*
Community Mental Health Services: Casa de Luz, Oakley, CA

*Casa de Luz* (House of Light) provides, in both English and Spanish, specialty mental health services for children and their families. Services include case management, outpatient mental health services, and crisis intervention. While services are mainly offered in the clinic, Oakley clinicians also meet clients in their homes, schools, churches or in the community, thus reducing key barriers to access to the right level of care. *Casa de Luz* has strong relationships with the Oakley, Brentwood, and Antioch schools which report positive changes in children as a result of mental health services. It is a welcoming place, especially designed for children and families.

Since opening in 2012, with the support of Contra Costa Behavioral Health Care Services, the program has provided services to over 1,000 youth and their families. In 2018, Vesper Society supported a move to its own site just across the street, allowing more service offerings. The new site, *Casa de Luz*, was named in honor of La Clínica’s late Behavioral Health Director, Leslie Preston, LCSW, in recognition of her instrumental role in establishing an independent site.
Cultura y Bienestar

Strengthening Community Connections

*Cultura y Bienestar* (Culture and Wellbeing) is a Latinx-focused Community Mental Health Prevention and Early Intervention program in the San Leandro/Oakland area. La Clínica is the lead agency of a community-collaborative and we have partnered with *La Familia* and Tiburcio Vasquez Health Center. We provide Mental Health wellness promotion and prevention activities, primarily in Spanish, and brief early intervention services by bringing Health Educators/*Promotores* and Traditional Healers into the community. We engage the community through participation in community events such as *El Día de Los Muertos*, Fruitvale Night Market, Fatherhood Summit, Health Fairs, PTA meetings among others. Our favorite *dicho* is “*La cultura cura.*” Our culture cures.

Members of our community often feel isolated, without a system support, and sometimes try to hide their traditions in order to assimilate. We encourage them to reconnect with the wisdom and the healing properties of their own culture(s). At the same time, we help community members understand behavioral health services when they are needed and we challenge stigma associated with them. We help them take the first step.

*Within our program, somos familia. We are family.*
Integrated Behavioral Health (IBH)

Before 2007, like many low-income patients, La Clínica’s patients could not readily access behavioral health providers. In 2007, La Clínica became an early adopter of Behavioral Health “Integration” – bringing behavioral health into the primary care or medical setting in order to improve access to behavioral health services, including treatment for our patients. Over the past decade, we have developed a strong team of excellent clinicians who use creative, culturally-appropriate, and evidence-based interventions to provide access to assessment and brief treatment within primary care clinics. Each clinician is a member of an interdisciplinary team of medical providers and medical assistants.

Together, we care for the whole person and focus on both mind and body to patients of all ages in both medical clinics and school-based health centers.

What brought you to and keeps you at La Clínica?
As an immigrant, bicultural and bilingual individual, it has been very important to me to be part of an organization that I could identify with. I found it in La Clínica with their staff and patient population. I started as an MSW intern in the Integrated Behavioral Health program. During my training, I got to work with different populations while also receiving quality supervision and support. I chose La Clínica to continue my career path because I strongly identify with the community we serve here and because my personal, cultural and professional values directly interconnect with the values of La Clínica’s mission.

Elizabeth, MSW | La Clínica, Pittsburg
Evidence-Based Practices in a Cultural Context

All of our programs in Behavioral Health at La Clínica is aimed at reducing disparities related to inequality by improving high-quality, culturally appropriate care. We welcome people of all cultures and provide support, psychoeducation, prevention, early intervention, assessment and treatment to our diverse patients. Examples include:

- Acceptance & Commitment Training (ACT)
- Cognitive Behavioral Therapy (CBT)
- Crisis Intervention
- DBT Skills Coaching
- Medication Assisted Treatment (MAT)

- Mindfulness-based Cognitive Therapy
- Motivational Interviewing
- Problem-Solving Therapy (PST)
- Solution Focused Therapy (SFT)

California Reducing Disparities Project

In recognition of the significance of community engagement and community-defined evidence, the California Department of Public Health is including Cultura y Bienestar in its evaluation phase of its effort to reduce behavioral health disparities in Latinxs.

“We envision a California in which all individuals, regardless of race, ethnicity, sexual orientation, or gender identity, receive quality mental health prevention and treatment services delivered in a culturally and linguistically competent manner.”

California Disparities Reduction Project
School-Based Behavioral Health

In order to increase access to mental health services, La Clínica has provided culturally responsive services for over 20 years to students of all ages through our School-Based Health Centers (SBHCs) and school-linked services.

Cognitive Behavioral Intervention for Trauma in Schools (CBITS)

Our school-based clinicians work closely with teachers and school administrators to implement the evidence-based Cognitive Behavioral Intervention for Trauma in Schools (CBITS). La Clínica uses CBITS because it is effective with English- and Spanish-speaking immigrant youth and has been demonstrated to reduce symptoms of post-traumatic stress disorder (PTSD), depression, and general anxiety among children exposed to trauma. Our school-based clinicians serve as a resource for teachers and administrators as they build trauma-informed practices in their schools. Here’s what our students say about school-based services and CBITS:

“It helps me because it’s the only place I can go that’s confidential.”

“The health center is great because it’s local and helpful. My therapist helped me reduce my stress and family issues.”

“This program has helped me a lot. I get better grades and I like to talk to people and feel like myself again.”
"Drumming is an important part of my work in the community. I teach how drumming – doing something repetitive with intention like praying or chanting – can help us to go from one state of consciousness to another. I also explain how doing something with mindfulness can decrease our levels of anxiety or depression. Participants have a hands-on experience that teaches them how to feel better by synchronizing their thoughts and breathing.

Also, we have created a safe place for men. In a support group for (Latinx) men, they get support and develop new tools to deal with the stressors of their daily life. Some of participants have been in the group for more than 17 years.”

Juan
Mental Health Educator, Cultura y Bienestar

What brought you to and keeps you at La Clínica?

“I love being part of a community with the same passion and purpose as me.”

Claudia, MSW
Behavioral Health Clinician, Casa del Sol
Dic hos Say It Best

✓ En tus apuros y afanes, acude a tus refranes.
   In time of need, turn to your proverbs.

✓ No hay mal que por el bien no venga.
   There is no misfortune that doesn’t come with good.

✓ Quien a buen arbol se arrima, buena sombra le cobija.
   If you lean on a good tree you will be protected by a good shadow.

✓ A palabras necias, oídos sordos.
   Take no notice of the foolish things people say.

✓ Poco a poco se anda lejos.
   Little by little one goes far.

✓ Nunca es tarde cuando la dicha es buena.
   Never too late to do well.

✓ El que la sigue la consigue.
   If at first you don’t succeed, try, try again.

✓ Cada cabeza es un mundo.
   Each mind is a world unto itself.

✓ Mejor sola que mal acompañada.
   It's better to be alone than in bad company.

✓ Al que no ha usado huaraches, las correas le sacan sangre
   It is hard to do things that one is not used to doing.

✓ Más vale tarde que nunca.
   Better late than never.
Since the founding of El Centro de Salud Mental (The Center for Mental Health) in 1973, La Clínica has become an innovative training program for hundreds of clinicians. As the need for culturally-responsive clinical training has grown, the training program has expanded to emphasize the knowledge and skills required for a culturally responsive, recovery-oriented, and trauma-informed practice in the Latinx community. To formalize and expand upon our ongoing contribution to workforce development, the La Clínica Behavioral Health Training Center (LCBHTC) was established in 2016.

A collaboration between La Clinica and the Stanford Psychiatry Residency Training Program began in 2017, when third- and fourth-year psychiatric residents, and psychiatric nurse practitioner interns were added to make a truly multidisciplinary trainee group. We are currently building a new community and public psychiatry track.

In addition to its training mission, the LCBHTC seeks to capture and disseminate the model of culturally responsive behavioral health services provided by La Clínica so that it becomes part of the canon of community-defined evidence. The LCBHTC seeks to inform disparity reduction efforts for Latinxs by firmly building upon existing empirical and community-defined evidence as well as the collective professional and lived experiences of La Clínica clinicians.
Graduate Clinician Training

- Extensive training, individual and group supervision provided by LCSWs, LMFTs, Licensed Psychologists, a Board Certified Psychiatrist, and a Psychiatric Mental Health Nurse Practitioner.
- Weekly didactic sessions taught by seasoned clinicians and UC Berkeley and Stanford University faculty, and indigenous healers.
- Teletraining from local universities and national workshops
- One-way mirror supervision

Research Incubator

The LCBHTC works towards integrating clinical training with best treatment practices for the Latinx community and engages in research projects which focus on practice improvement for our community.

Center Staff

- Joseph Perales, DrPH, LCSW, Center Director / Research Coordinator
- Wendy Bernstein, MD, Director of Psychiatric Training
- Peter Manoleas, LCSW, Administrative Coordinator / Curricular Consultant

External Sources of Support

- UC Berkeley Latinx Center of Excellence
- Alameda County Behavioral Healthcare Services Workforce Program
- OSHPHD - MHSA Workforce support via Stanford University
- Contra Costa County Behavioral Health Workforce Development
Our Ongoing Commitment to Training and Clinical Supervision

We value high quality clinical care and are committed to providing ongoing support and training to our staff, both new and experienced. We provide individual supervision, group supervision, didactic training and 80 hours a year in education leave for Master’s or Doctoral level clinicians.

Our Clinical Leadership

Adeline Boye, PsyD
Clinical Supervisor, Casa de Luz
PsyD, Argosy University
Interests and expertise: Community Mental Health, Neuropsychology, Tortured Survivors, Art and Language

Erica Gomes, LCSW
Lead Clinical Supervisor, Integrated Behavioral Health
MSW, San Francisco State University
Interests and expertise: Integrated Behavioral Health, trauma, CBT, MI, DBT

Joseph Perales, DrPH, LCSW
Clinical Director, Casa del Sol
Director, Behavioral Health Training Center
DrPH, University of Texas, Houston,
MSW, UC Berkeley
Interests and expertise: Community Health Workers in Mental Health Shortage Areas, Latinx Mental Health

Wendy Bernstein, MD
Associate Medical Director, Casa del Sol
School: MD McGill University Faculty of Medicine
Residency, Boston University Medical Center
Interests and expertise: Psychiatric care for the underserved

A Career at La Clínica de La Raza
Our Complete Supervisory Team

Ellen Moore, LCSW, PhD
Integrated Behavioral Health
MSW, San Francisco State
Interests and expertise: Emotional resilience, adult and adolescent trauma, peer support

Manuel Arredondo, LCSW, MPH
Integrated Behavioral Health
MSW, San Jose State
MPH, University of San Francisco
Interests and expertise: Harm Reduction, Trauma-Informed Care

Peter Manoleas, LCSW
Casa del Sol
Adjunct Faculty, Stanford
Emeritus Lecturer and Field Consultant, UC Berkeley
Interests and expertise: Psychotherapy, substance use disorders

Mauricio Lask, PsyD
Integrated Behavioral Health
PsyD in Clinical Psychology, California School of Professional Psychology/ Alliant International University
Interests and expertise: Chronic pain, psychological assessment, trauma.

Gina Fahouri, MFT
Casa del Sol
MA, Cal State East Bay
Interests and expertise: Adults in crisis, persistent mental illness, teens and families

Heather Ladow, LCSW
Casa del Sol
MSW, UC Berkeley
Interests and expertise: Crisis stabilization and access to care

Kaitlin Cruz, MFT
Cultura y Bienestar
MFT, Sonoma State University
Interests and Expertise: Traditional Healing, Mindfulness-based CBT, Narrative Therapy.

Sharon Jimenez, MFT
Casa del Sol
School: Azusa Pacific University
Interests and expertise: Motivational Interviewing, Narrative Therapy, Strengths-based Approaches
Growth, Development, & Opportunity

As we continue to expand, there are growth opportunities and many different paths toward your advancement in La Clínica’s Behavioral Health Department. Here are some examples of how staff careers have changed or advanced:

- Clinician → “Lead”
- Case Manager → Therapist
- Administrative Assistant → Behavioral Health Recruiter
- Client → Peer Educator
- Grant Administrator → Operational Manager
- Intern → Clinician
- Clinician → Supervisor
- Clinician → Manager → Director
- Intern → Clinician → Manager → Director
- Clinicians changing programs or locations

“What brought you to and keeps you at La Clínica?

I love working here – I feel like I’m part of something bigger. I love the team environment and how we all work together towards a similar cause. The workplace feels healthy and supportive. Even with moments of high stress, everyone is really approachable and willing to give an extra boost of motivation and encouragement.”

Javier, MSW
Behavioral Health Clinician, Casa del Sol
We develop clinical mastery and expertise and we form deep, long-term relationships with families through the generations.

**More than 5 years in Behavioral Health at La Clínica:**

- Patricia, Program Manager, *Cultura y Bienestar*
- Eugenia, Peer Educator, *Casa del Sol*
- Peter, Board Member and Consultant
- Cecilia, BH Clinician, *Casa del Sol*
- Juan, BH Educator, *Cultura y Bienestar*
- Mariella, BH Clinician, *Casa del Sol*
- Moises, BH Clinician, *Casa del Sol*
- Betto, BH Clinician, *Casa del Sol*
- Sheyla, BH Clinician, *Casa del Sol*
- Heather, BH Supervisor, *Casa del Sol*
- Alicia, Perinatal Case Manager, La Clínica Monument Medical
- Bonnie, BH Clinician, *Casa del Sol*
- Gina, BH Supervisor, *Casa del Sol*
- Nancy, Director of BH
- Jessica, HR Recruiter for BH
- Ana, Clinical Office Ass’t, *Casa del Sol*
- Yesenia, BH Clinician, *Casa del Sol*
- Joseph, Clinical Director and Director of Training, *Casa del Sol*
- Analia, IBH Clinician, Pittsburg
- Melissa, Behavioral Medicine Specialist, No. Vallejo
- Aurora, Psychiatric Nurse Practitioner
- Sarah, IBH Clinician, No. Vallejo
- Mauricio, Lead Behavioral Medicine Specialist, San Antonio
- Wendy, Psychiatrist, Associate Medical Director
- Erica, Lead BH Clinical Supervisor
- Evelyn, BH Clinician, *Casa del Sol*
- Jeannette, IBH Clinician Clinician
- Mistique, IBH Operations Manager
- Vanessa, Perinatal Case Manager, Great Beginnings
- John, Psychiatrist, *Casa del Sol*
- Tita, Psychiatrist, *Casa del Sol*
- Irma, Clerical Supervisor, *Casa del Sol*
- Adeline, BH Supervisor, *Casa de Luz*
- Gabriela, Operations Manager
- Sharon, BH Supervisor, *Casa del Sol*
Behavioral Health Leadership and Management

Nancy Facher, LCSW, MPH
Director of Behavioral Health

Mistique Felton, MPH
Casa del Sol Operations Manager

Gabriela de La Torre, MPH
IBH Operations Manager

Irina Ramirez
Casa del Sol Front Desk Supervisor

Whitney Greswold, MPH
IBH Operations Administrator

Making the Work Possible
• Clinical Office Assistants
• Executive Assistants
• Billers
• IBH Medical Assistants
• Behavioral Health Recruiter
• Contract Managers
• Fiscal Analysts

“I love being part of a team of clinicians that care so deeply and so much into helping the community.”

Marisa, LCSW
Behavioral Health Clinician, Casa del Sol

It Takes Un Equipo (A Team)

A Career at La Clínica de La Raza
Join Our Passionate and Professional Team!

When patients and clients come to La Clínica, they expect excellent care. When new employees come to La Clínica, they can expect an excellent career. La Clínica’s vision is to be the premier community health center, rooted in the concepts of wellness, prevention and patient-centered care. In order to achieve our vision, we strive to attract an engaged workforce, which can help us provide the best care and the best experience.

We offer a robust benefits package:
• Paid Holidays, Vacation and Sick Leave
• Education Leave
• Medical and Dental Insurance
• Vision Discount Coverage
• 403B Retirement Plan
• Other Insurance: Life Insurance, Critical Illness, Short and Long-Term Disability Insurance, Pet Insurance, Travel Insurance
• Tax Savings: Health Spending, Flexible Spending, Commuter Spending, Dependent Care Spending Accounts
• Legal Shield and ID Shield

If you are interested in learning more, please email Jessica Guerrero: jguerrero@laclinica.org

If you are interested in an internship, please email: internships@laclinica.org
The Leslie Preston Memorial Scholarship Fund is established in the memory of Leslie Preston, LCSW, and her 19 years of service. As La Clínica’s first Director of Behavioral Health, she demonstrated a deep commitment to the development of our future culturally responsive workforce. She was a strong advocate for improving state-wide policies that would better serve underserved populations. This fund provides support to graduate interns in our training program who face rising educational costs and student debt.

To Contribute to the Preston Fund click here. Please direct your donation to: Leslie Preston Memorial Fund