

Monterey County 2022 CSAC Challenge Award Entry
Issue Area: Administration of Justice & Public Safety
Population: Suburban County Category

Monterey County – Civil Rights Youth Presentations

OVERVIEW: The Civil Rights Office partnered with the Probation Department to develop and deliver cultural awareness and diversity presentations to youth involved with the justice system.

CHALLENGE: With over 40% of Monterey County's population being people of color, racial and gender disparities are prevalent in the community, most often affecting and targeting our youngest residents. The Civil Rights Office and Probation Department recognized a need to provide educational resources to at risk-youth on local and federal equity challenges and strategies to empower the youth to become allies and create positive change in the community. By working together to educate one of our most vulnerable populations, the County anticipates a brighter future where all residents are treated with respect, cultural differences are valued, and access to opportunities and services are afforded to everyone.

SOLUTION: In 2020, the Civil Rights Office partnered with the Monterey County Probation Department to develop monthly presentations to residents in Juvenile Hall and Youth Center. The curriculum intends to help local youth (1) recognize and value cultural differences within and outside of their societal perspective, (2) understand structural racism, (3) uncover personal implicit bias, and (4) learn how to advance grassroots equity efforts. By experiencing this core curriculum, youth gain knowledge of federal, state, and local laws that protect civil rights and learn how to recognize and minimize discriminatory behavior. Youth also provide guidance on the curriculum based on their interest and desired knowledge base.

INNOVATION: Each month, youth receive a different CRO-related presentation from CRO staff. The curriculum is designed to give participants a basic understanding of the topic, along with historical context, influential figures and impact at the local and federal level. Participants are encouraged to ask questions, and are quizzed to test their knowledge of the material.

RESULTS: Civil Rights youth presentations have provided a safe platform for residents in the youth justice system to learn about biases, including their own, and how they may be unconsciously perpetuating

discriminatory behavior. Participants have also gained a better understanding of their Civil Rights. As incarcerated youths are often particularly vulnerable to or already indoctrinated into antisocial belief systems and patterns of thinking that devalue and undermine the civil rights of others, these presentations have given those youth invaluable opportunities to self-reflect, consider alternative perspectives, and access their empathy for those who they may otherwise have disregarded.

REPLICABILITY: The Civil Rights Youth Program can be easily customized to fit the need of any K-12 institution. The content aims to stay relevant and up to date with current social justice and equity initiatives.

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OPTIONAL SUBMISSION:

- LGBTQIA+ Pride Month (PowerPoint)
- Indigenous American Heritage Month (PowerPoint)



LGBTQIA+ Pride Month

Presented By: Monterey County Civil Rights Office

Overview:

During this Presentation we'll cover

- What is LGBTQIA+ Pride Month?
- Why does the United States celebrate it?
- Who are key people?
- Why a rainbow flag?
- What are some important events?
- How to be and what is an Ally?



In What City was Pride Started?

- a. San Francisco**
- b. New York City**
- c. San Diego**
- d. Sacramento**



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**What percent of the U.S.
population identify as LGBTQ+?**

a. 2.2%

b. 5%

c. 10%

d. 13%



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What is LGBTQA+?

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer/Questioning
- Intersex
- Asexual
- + (pansexual, etc.)





NONBINARY

An umbrella term for a person who identifies with or expresses a gender identity that is neither entirely male nor entirely female

ANDROGYNOUS

Identifying and/or presenting as neither specifically masculine nor feminine

GENDER FLUID

One who embraces fluidity of gender identity

AGENDER

One who does not identify as a particular gender

GENDER NON-CONFORMING

One whose physical or behavioral characteristics do not correspond to the traditional expectations of their gender

GENDERQUEER

One who does not identify with a single fixed gender



It is not a choice

Homosexuality is not a choice

If you do not support at least try to be understanding and positive.

Video-The History of LGBTQ+



History

Important historical events in the LGBTQIA+ Community.

1st Event Stonewall Attack

Jun 28, 1969 – Jul 3,
1969

Officers Raided
hotel in

2nd Event "Gay and Lesbian Pride Month"

1999

President Bill
Clinton declared
June "Gay &
Lesbian Pride
Month" in 1999
and 2000

3rd Event Non- Discrimination Policy

June 15, 2012

The Supreme Court
ruled workplace
discrimination
against LGBTQ+
employees are
banned

4th Event Same sex marriage

June 26, 2015

Same sex marriage
was legalized in the
United States

5th Event The Equality Act

June 2019

The Equality Act explicitly
amends the Civil Rights Act in
to prohibit discrimination
based on sexual orientation or
gender identity

LGBTQIA+ Flag

- The rainbow flag was designed in 1978 by Gilbert Baker.
- Originated in San Francisco, CA



Life

HEALING

SUNLIGHT

NATURE

HARMONY

SPIRIT



Key People



Bayard Rustin was an American leader in social movements for civil rights, socialism, nonviolence, and gay rights.



Harvey Milk was an American politician and the first openly gay elected official in the history of California.



Janet Mock is an American writer, television host, director, producer, and transgender rights activist.

Key People



Sylvia Rivera was a Transgender LGBTQ+ activist fighting for trans rights.



Audre Lorde was a civil rights activist whose ideas are considered cornerstone of intersectionality



Marsha P Johnson was the prime figure in the Stonewall Riots

Discrimination History

Laws of discrimination in the LGBTQIA+ Community

1st Event

1948

Homosexuality is classified as a mental illness

2nd Event

1953

Former President Dwight Eisenhower bans homosexuals from working in the white house

3rd Event

1981

The CDC initially refers to the newly discovered disease (AIDS) as GRID, Gay Related Immune Deficiency Disorder.

4th Event

1993

Don't Ask, Don't Tell Policy is created

5th Event


1996

President Clinton signs the Defense of Marriage Act into law

6th event

2008

California voters approve Proposition 8, making same-sex marriage in California illegal



LGBTQIA+ in Monterey County

- 1971 First drag show organization
- 1975 first LGBTQ+ gathering spot
- 2007 First Gay Pride March in Salinas
- 2022 LGBTQ + ERG in Monterey County

Facts About LGBTQIA+ in America

- 42% of people who are LGBT report living in an unwelcoming environment
- 80% of gay and lesbian youth report severe social isolation
- 6 in 10 LGBT students report feeling unsafe at school because of their sexual orientation
- In 2013, 92% of adults who are LGBT said they believe society had become more accepting of them than in the past 10 years
- 90% of teens who are LGBT come out to their close friends
- Young people who are LGBT and who are “out” to their immediate family's report feeling happier than those who aren't





How to Be an Ally

- Take on the struggle as your own
- Transfer the benefits of your privilege to those who lack it
- Amplify voices of the oppressed before your own
- Acknowledge that even though you feel pain, the conversation is not about you
- Stand up, even when you feel scared
- Own your mistakes and de-center yourself.
- Understand that your education is up to you and no one else

How can I be a visible advocate?

- A. Appear open and approachable about LGBTQ+ topics, concerns and causes**
- B. Be open to talk to LGBTQ+ community members 1-on-**
- C. Avoid using derogatory terms of humor**
- D. Avoid assuming a person is either straight or LGBTQ+**
- E. All of the above**

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How to celebrate

**Some ways you can celebrate LGBTQIA+ Pride Month.
Here are a few examples:**

- Discover LGBTQIA+ **artists**
- Read LGBTQIA+ **authors**
- Listen to LGBTQIA+ **musicians**
- Learn LGBTQIA+ **history**
- **Support and uplift the LGBTQIA+ community by being an ally**



Questions & answers



THANK YOU :)





Indigenous
American
Heritage
Month



Presented By: Monterey County Civil Rights Office

History of the Month

This commemorative month aims to provide a platform for Indigenous people in the United States of America to share their culture, traditions, music, crafts, dance, and ways and concepts of life. This gives Indigenous American people the opportunity to express to their community, both city, county and state officials their concerns and solutions for building bridges of understanding and friendship in their local area.



Declared by former president John H. W.
Bush on August 3, 1990.

History of Indigenous Americans

- American Indians were the true first Americans
- American Indians were before Columbus
- Civilization was already established
- They have inhabited lands for thousands of years
- American Indians responded to colonization in various stages



The Age of Exploration

The Age of Discovery, or the Age of Exploration, is an informal and loosely defined term for the period in European history in which extensive overseas exploration emerged as a powerful factor in European culture.

Effects of Colonization:

- Enslaved and killed by Europeans
- Aboriginal faith destroyed
- Written records destroyed
- Ceremonial and cultural spaces destroyed
- Suicide was rampant
- Rape and torture
- **Disease**



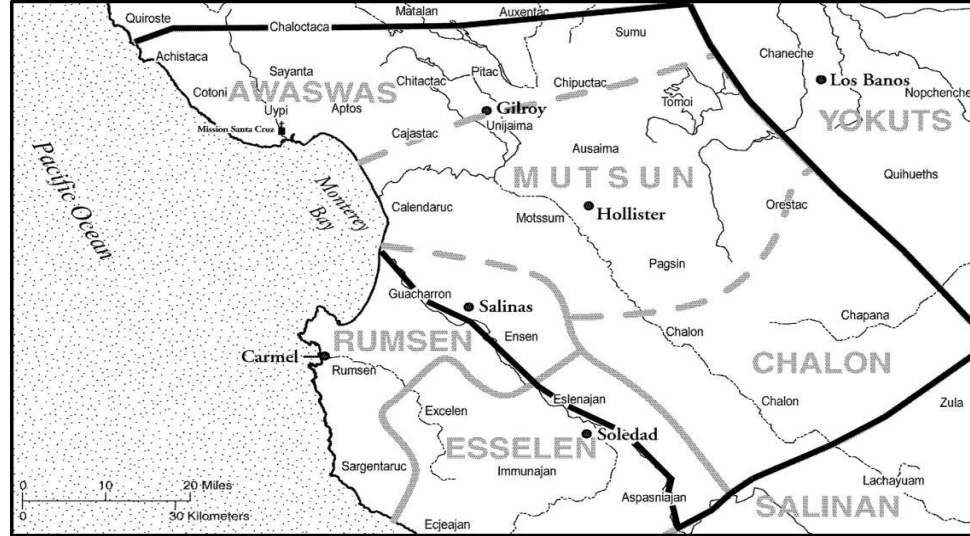
Europeans carried a hidden enemy to the Indians: new diseases. Native peoples of America had no immunity to the diseases that European explorers and colonists brought with them. Diseases such as smallpox, influenza, measles, and even chicken pox proved deadly to American Indians.

The California American Indians

Ohlone: American Indian people of the Northern California coast who resided in the area along the coast from San Francisco Bay through Monterey Bay to the lower Salinas Valley.

Rumsen: One of eight groups of the Ohlone.

Salinan: a American Indian tribe whose ancestral territory is in the southern Salinas Valley and the Santa Lucia Range in the Central Coast of California.



Native-Land shows that Salinas, for example, is part of the ancestral lands of the Ohlone, Rumsen and Mutsun peoples, whose descendants still populate the area.

The California American Indian and their Environment

Before colonization, the indigenous lived freely in a rich and diverse environment.

- The American Indians in the area had a name for **everything**.
- California had an environment rich in diversity, food, plants, and animals
- The food was so bountiful that they did not even have a word for starvation.

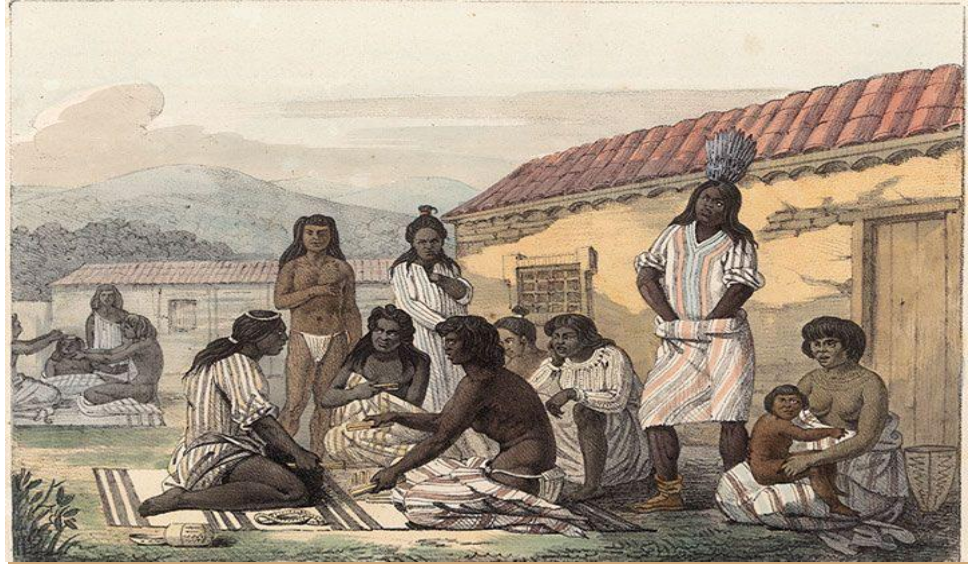


American Indians were native gardeners and farmers, they tended the land in ways that mimicked nature. They cultivated plants, irrigated land and artificially manipulated the land to improve production.

Culture

American Indians had particular beliefs and ceremonies that could constitute as religion.

- **Animism** (differentiates between tribes):
 - The beaver- the builder and keeper for family unity
 - The raven- the healer
 - The mountain lion- the warrior
 - The wolf- the pathfinder
- **Hunting**
- **Hierarchies**



Hierarchy in Native American culture was very different compared to European standards.

American Celebration of Thanksgiving

Thanksgiving Day is a national holiday in the United States that occurs every **3rd Thursday of November**.

It is alleged **Plymouth colonists** and Wampanoag American Indians shared an **autumn harvest feast** that is acknowledged today as one of the first Thanksgiving celebrations in the colonies.

*There is still debate about what exactly happened this day.



- Prepare feasts (typically turkey, stuffing, potatoes, bread, corn, gravy, pumpkin pie, etc.)
- Give thanks for what we have.
- Spend time with family and friends

Meaning of Thanksgiving to American Indians

- Reminder of Genocide
- Theft of land
- Oppression

Let's celebrate mass genocide and land theft by stuffing ourselves into a food coma!



someecards
user card

To American Indians, Thanksgiving Day is a reminder of the genocide of millions of their people, the theft of their lands, and the relentless assault on their cultures.

What happened to the Indigenous of Salinas?

The Salinan suffered what all California Native tribes went through: genocide. Spanish missionaries came in the 18th century and forced them into slavery to build 21 missions that still line the state. In 1849, the gold rush brought settlers from the east into California and drove many Indians from their traditional hunting and gathering places.



What are Reservations?

An Indian reservation is a legal designation for an area of land managed by a federally recognized Indian tribe under the U.S. Bureau of Indian Affairs rather than the state governments of the United States in which they are physically located.

Despite the recognition in treaties of Native rights to the lands, reservations were seen by the United States in the mid- nineteenth century as only temporary.



The main goals of reservations were to bring American Indians under U.S. government control, minimize conflict between indigenous and settlers and encourage American Indians to take on the ways of the American culture through colonization.

What does reservation mean to the Indigenous?



Historical American Indian Figures



Sacagawea (1788-1812)

- A member of the Shoshone Indian tribe.
- She joined Lewis and Clark's expedition and played a major role their successful journey to the Pacific Ocean.



Sitting Bull (1831-1890)

- A famous leader of the Lakota Sioux Plains Indians.
- Most known for having a premonition that the Sioux would win a great battle against the white man.
- Led the famous battle called the Battle of Little Bighorn



Jim Thorpe (1888 - 1953)

- Considered one of the greatest athletes of all time.
- Won Olympic Gold Medals for the pentathlon and decathlon in the 1912 Olympics.

Historical American Indian Figures



Sharice Davids

- First LGBTQ+ congress women in Kansas
- One of the First Two American Indian congress women



Kent Monkman

- Artist
- Place's Indigenous characters in scenes that would usually feature all-white faces



Tori Amos

- Singer and song writer
- 8 Grammy nominations

Inventions

Anesthetics and Topical Pain Relievers: American Indian healers pioneered pain relief. Natives used jimson weed as a topical analgesic that they applied to external injuries such as cuts and bruises. Healers also had patients ingest the plant as an anesthetic as they set broken bones or made tea as a remedy for pain and inflammation.

Oral Contraceptives: The Shoshone and Navajo tribes used stone seed as an oral contraceptive, long before the pharmaceutical industry developed birth control pills.

Raised-bed Agriculture: Natives in South and Central America invented the technique of enriching soil and piling it to build raised garden plots. The technique was a forerunner of raised-bed farming used for modern vegetable production.



6 Misconceptions About American Indian People



**QUIZ
TIME**

How many people in Monterey County identify as Native American?

- A. 5%
- B. 2.6%
- C. 11.5%



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How many people in the U.S. identify as Native American?

- A. 35%
- B. 3%
- C. .9%



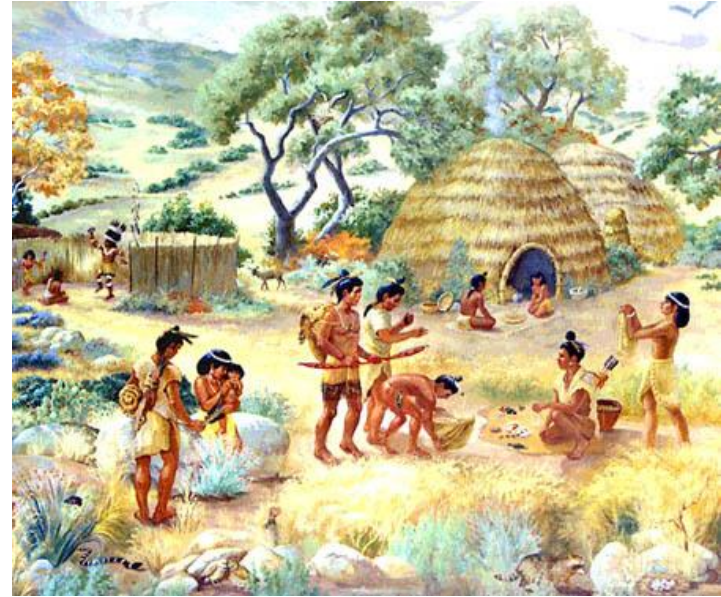
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What tribe(s) originated in the 831 area?

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THANK YOU
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