

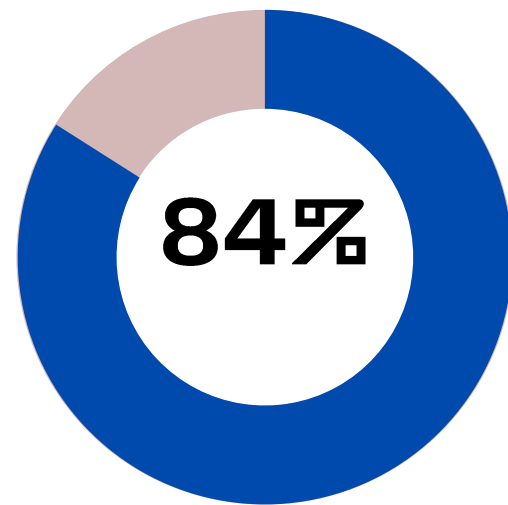
**Civil Rights Office**  
**County of Monterey**

# Training Report

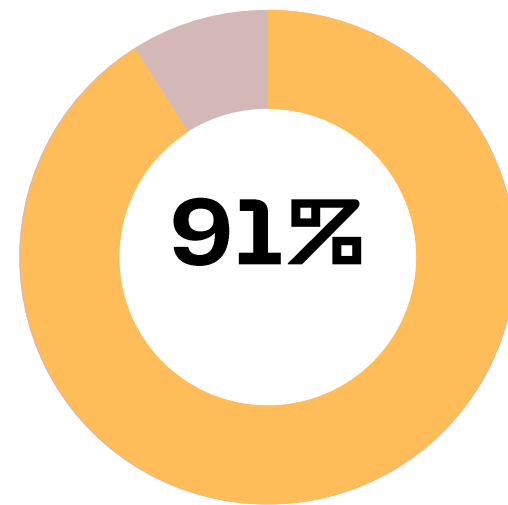
Fiscal Year 2020-2021



# Harassment & Discrimination Prevention



\*FY 19-20



\*FY 20-21

## Outcomes

- **Self-guided online**
  - 2-Hours--Managers/Supervisors
  - 1-Hour--Non- Managers/Non-Supervisors
- **Multilingual**

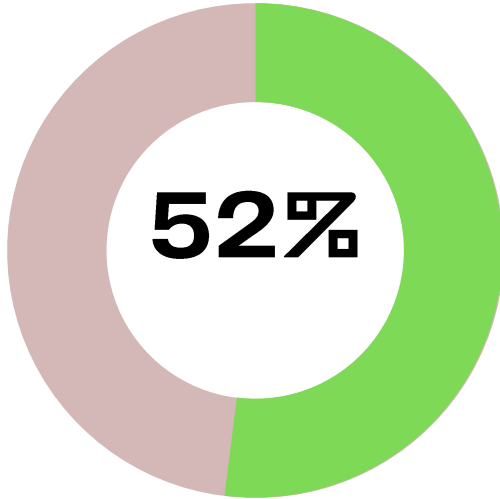
## Next Steps

- **July-August 2021**
  - Launch updated version for both groups
- **September 2021**
  - Offer training to external agencies (via Zoom)

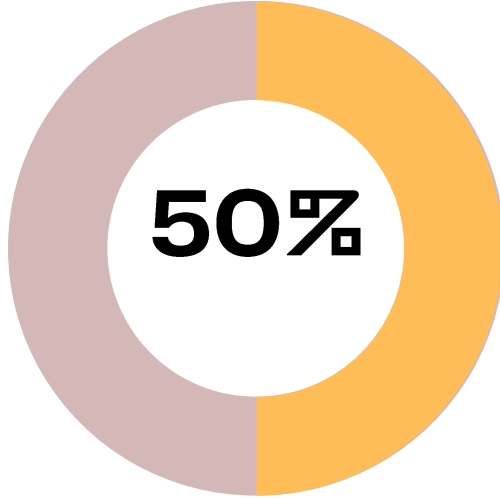
| HDP                         | FY 19-20   | FY 20-21   |
|-----------------------------|------------|------------|
| Supervisor/Managers         | 87%        | 91%        |
| Non-Supervisors/Managers    | 84%        | 92%        |
| <b>Total Org Compliance</b> | <b>84%</b> | <b>91%</b> |



# Civil Rights Training



\*FY 19-20



\*FY 20-21

## Outcomes

- Live Zoom sessions
- 85% Satisfactory Rate

## Next Steps

- **May 2021**
  - Demo sessions launch for Managers/Supervisors
- **June 2021**
  - Z-County launch for Managers/Supervisors
- **July-August 2021**
  - Self-guided online content for both groups launch



| CRT                      | FY 19-20 | FY 20-21 |
|--------------------------|----------|----------|
| Supervisors/Managers     | 66%      | 6%       |
| Non-Supervisors/Managers | 48%      | 61%      |
| Org Compliance           | 52%      | 50%      |

# EXPANDING AWARENESS

\*Over **53** Sessions Facilitated



## COUNTY EMPLOYEES

*23 Sessions Trained*

Content Covered

- Implicit Bias
- Racial Equity

## YOUTH CENTER/JUVENILE HALL

*22 Sessions Trained*

Content Covered

- Implicit Bias
- Cultural Awareness/Differences
- Civil Rights Movement
- History of Monterey County

## EXTERNAL AGENCIES

*9 Sessions Trained*

Content Covered

- History of racism
- Implicit Bias
- Cultural Humility
- Racial Equity analysis tools



Thank You!

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