



**Civil
Rights Office**
Oficina de Derechos Humanos

2025 Title VI Implementation Plan Update





Today's Ask from the Board of Supervisors

- **Approve** and adopt the 2025 Title VI Implementation Plan.
- **Authorize** the County Administrative Officer and the Civil Rights Officer to execute the 2025 Title VI Implementation Plan.
- **Direct** the Civil Rights Office to implement the 2025 Title VI Implementation Plan.





Title VI of the Civil Rights Act

- **Definition:** Title VI of the Civil Rights Act prohibits discrimination based on race, color, or national origin, in any government program or activity receiving federal financial assistance.
- **Objective:** To eliminate discrimination and ensure that public funds are distributed equitably to serve all communities effectively.





County of Monterey Nondiscrimination Policy

- In 2017 Title VI Implementation Plan extended the protections of the County's Nondiscrimination Policy to all County residents, which includes all protected categories in the Fair Employment and Housing Act (FEHA).
- The County of Monterey Nondiscrimination Policy ensures equal opportunities for individuals, employees, residents, and business partners. It prohibits discrimination based on age, race, gender, disability, national origin, and other protected categories.
- The policy promotes an inclusive, equitable, and respectful environment where everyone can access County services and resources without facing bias or unfair treatment. This commitment extends to preventing harassment and retaliation, fostering a culture of diversity and fairness across all County operations.





County Obligations Under Title VI

- **Compliance Requirement:**

As a government agency receiving federal funds, the County of Monterey is required to comply with Title VI. This includes implementing policies and practices that prevent discrimination and promote equal access to services and resources.

- **Consequence of Non-Compliance:**

Failure to comply with Title VI can result in penalties, including the withdrawal of federal funding, potential lawsuits, and damage to the County's reputation.





Title VI Implementation Plan Breakdown

As part of Title VI compliance, we oversee the following work areas:

- Complaint Process
- Language Access and Effective Communication
- Community Engagement
- Training and Education





Title VI Complaint Process





Title VI Complaint Process

- **Eligibility:** Any individual receiving services from the County who believes they have been subjected to unlawful discrimination based on a protected characteristic can file a complaint.
- **Recommendations:** If the Civil Rights Office determines a policy violation, it issues recommendations to the department to resolve the complaint.
- **Reporting:** The department informs the Civil Rights Office what, if any, steps it took to resolve the matter.





Language Access and Effective Communication





Language Access and Effective Communication

- **Purpose:** Ensure residents with Limited English Proficiency (LEP) can fully access County services.
- **Threshold Languages:** Services are provided when LEP individuals constitute 5% or 1,000 persons in a service area, whichever is less.
- **County Mandate:** The county has a legal mandate to provide translation of all vital documents for languages that fall under the threshold.
- **Language Services Entail:**
 - Interpretation.
 - Translation of Vital Documents.
 - Bilingual Staff.
- **MeLAP Project:** Initiative to support Indigenous language speakers.
- **Title VI Vital Document Translation Project**





Community Engagement





Community Engagement

- **2025 Update:**
 - Enhanced strategies to engage underserved and underrepresented communities.
 - Focus on building trust and ensuring all voices are heard in County processes.
 - Greater focus on the Community Engagement Guide, which provides strategies for inclusive engagement.
- **Tools for Engagement:**
 - Public meetings, surveys, workshops, and increased partnerships with local community-based organizations.
 - Use of plain language and culturally appropriate materials to ensure accessibility.





Training





Training

- **Civil Rights Training:**
 - The Civil Rights Training (CRT) is a comprehensive curriculum that includes modules on Title VI, harassment and discrimination prevention, conflict resolution, cultural competency and humility, equity, LGBTQIA+ awareness, and neurodiversity in the workplace.
 - CRT Offers On-Line and In-Person throughout the year.
 - Employees must complete the CRT every two years or 60 days after hiring.
- **Title VI Compliance Training**
- **Civil Rights Office Training Suite**





Title VI Implementation Plan Summary

- **Complaint Handling:**
 - Develop clear and accessible processes with instructions on where and how to submit complaints.
 - Ensure complaints are reviewed promptly and appropriate actions are taken to resolve them.
- **Language Access and Effective Communication:**
 - Implement a Language Access Plan to ensure that *Limited English Proficient* (LEP) individuals receive meaningful access to programs and services. This includes the Mesoamerican Language Access Project (MeLAP) and the Title VI vital document translation project.
- **Community Engagement:**
 - Involve the community in active engagement and projects that empower them to participate in civic processes with local government.
- **Training and Education:**
 - Internal and external dissemination of the Civil Rights Training (CRT) Curricula.
 - Title VI compliance training.
 - Cultural humility.



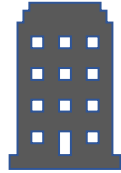


QUESTIONS?





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