

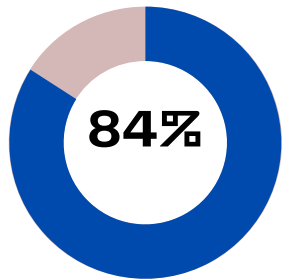
Civil Rights Office  
County of Monterey

# Training Report

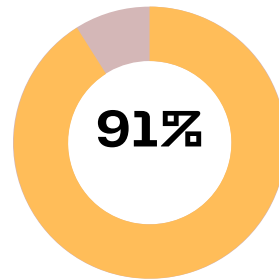
Fiscal Year 2020-2021



# Harassment & Discrimination Prevention



\*FY 19-20



\*FY 20-21

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>

## Outcomes

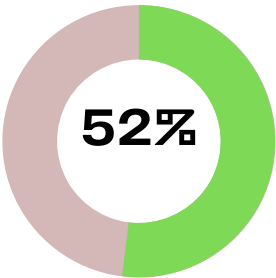
- **Self-guided online**
  - 2-Hours--Managers/Supervisors
  - 1-Hour--Non- Managers/Non-Supervisors
- **Multilingual**

## Next Steps

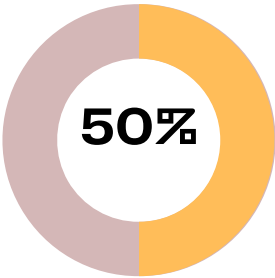
- **July-August 2021**
  - Launch updated version for both groups
- **September 2021**
  - Offer training to external agencies (via Zoom)



# 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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