

# Title VI of the Civil Rights Act of 1964

Equal Opportunity Office  
Presentation to the Budget Committee



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## Timeline

June	July	Sept	Sept – Nov	Oct - Nov	Dec 5	January
Compliance Review Introduced	Compliance Review Findings	EOO Temp. Management Specialists began Implementation Plan research	Internal and External Stakeholder meetings and best practice review	Equal Opportunity Committee	Board of Supervisors	Begin Implementation



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## Title VI

*"No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."*

Source: Title VI of the Civil Rights Act of 1964

- Interprets "national origin" to include language access.
- The Civil Rights Restoration Act of 1987 amended each of the affected statutes by adding a section defining the word "program" to make clear that discrimination is prohibited throughout an entire agency if any part of the agency receives Federal financial assistance.

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## Federal Agencies with Specific Title VI Requirements

[Corporation for National and Community Service](#)

[Department of Justice](#)

[Department of Agriculture](#)

[Department of Labor](#)

[Department of Commerce](#)

[Department of State](#)

[Department of Defense](#)

[Department of Transportation](#)

[Department of Education](#)

[Department of Veteran Affairs](#)

[Department of Health and Human Services](#)

[Environmental Protection Agency](#)

[Department of Homeland Security](#)

[Federal Emergency Management Agency](#)

[Department of Housing and Urban Development](#)

[General Service Administration](#)

[Department of Interior](#)

[Small Business Administration](#)

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## Limited English Proficiency

Speaks English less than very well	Approximate number of adult persons	Percentage of total adult population
Spanish	99,425	25.60%
Tagalog	2,280	0.59%
Korean	1,099	0.28%

• Our Medi Cal population has the second highest percentage of LEPs in California!

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**Spanish Spoken at Home (by Place)** #37

Percentage of the total population living in households in which Spanish is spoken.

Source: population of Monterey County: Admitted patients in Monterey County, and residents that consider Monterey County their primary residence.

Place	Count	%
Pajaro	1	0.03%
Chualar	2	0.03%
Lee Lomas	2	0.03%
San Lucas	3	0.03%
King City	5	0.03%
Greenfield	6	0.03%
Castroville	7	0.03%
Salinas	12	0.03%
Gonzales	12	0.03%
Belenas	10	0.03%
Soledad	10	0.03%
Bethel	10	0.03%
Pine Canyon	13	0.03%
Moss Landing	14	0.03%
Seaside	17	0.03%
Monterey	17	0.03%
Prunedale	15	0.03%
Salin City	16	0.03%
Tulare	17	0.03%
California	17	0.03%
Elkhorn	18	0.03%
Pebble Beach	18	0.03%
Wail	18	0.03%
Armona	19	0.03%
Marina	20	0.03%
Unincorporated	20	0.03%
Monterey	21	0.03%
Spicetree	22	0.03%
Del Rey Oaks	23	0.03%
Half Moon	24	0.03%
Carmel-by-the-Sea	25	0.03%
Carmel Valley	26	0.03%
Laguna	26	0.03%
Pacific Grove	28	0.03%
Del Monte Forest	29	0.03%

(Count) number of people speaking Spanish at home  
# rank of place out of 28 by percentage speaking Spanish at home

## Natividad Medical Center LEP Patients

- Natividad Medical Center Jan – June 2017
- More than 50% of patients seen were "LEP"

Limited English Proficient Patients	Number seen	Percentage of total
Vietnamese	85	0.19%
Chatino	98	0.22%
Arabic	101	0.23%
Zapateco	102	0.23%
Tagalog	195	0.44%
Triqui	348	0.78%
Mixteco	762	1.70%
Other languages	1255	2.81%
Spanish	37,120	82.97%

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← Mexican Indigenous Languages

## Monterey County Title VI Implementation Plan

Discrimination Complaint Process

Language Access Plan

Community Engagement Guide

Equal Opportunity Office





## Discrimination Complaint Process

- Includes updates to our Ordinance, Policies, Procedures, Website, Forms, Internal tracking and more.
- Flyer to be displayed at all public counters within the County.
- Proposal is for the Equal Opportunity Office to handle complaints, similar to our process with employee complaints.



The County of Monterey complies with Title VI of the Civil Rights Act of 1964, which prohibits any person to be excluded from participation in or be denied the benefits of, or be subjected to discrimination under any program or activity on the grounds of race, color, age, disability, gender, or national origin.

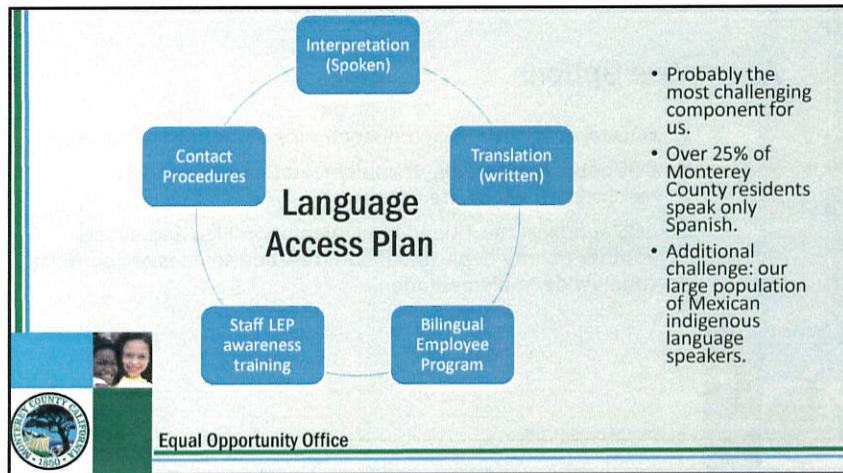
DISCRIMINATION COMPLAINTS MAY BE FILED WITH THE EQUAL OPPORTUNITY OFFICE

831-755-5117 100 WEST ALMADEN ST, 3RD FLOOR  
SALINAS, CA 93901  
EQUALOPPORTUNITY@CO.MONTEROEY.CA.US

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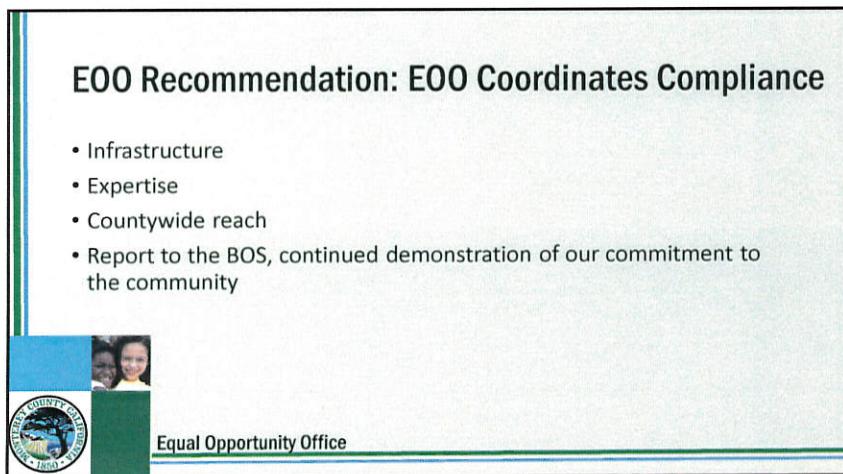






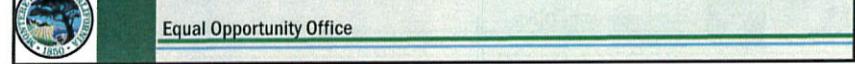
## Community Engagement Guide

- Developed with research regarding Best Practices in community engagement
- Includes strategies for reaching out to underserved populations
- With input from Monterey County community groups and members. We've reached out to: *All County Commissions, CHISPA, LULAC, NAACP, COPA, Catholic Diocese, Monterey County Pride, various churches, The Village Project, Alliance on Aging, Building Healthy Communities, MILPA, Cultural Relevancy and Humility Committee, YWCA, LandWatch, League of Women Voters, Sustainable Monterey County, Pajaro Community Action Committee, Castroville Neighborhood Watch, Chambers of Commerce, First Five, TAMC, CCA, and more.*



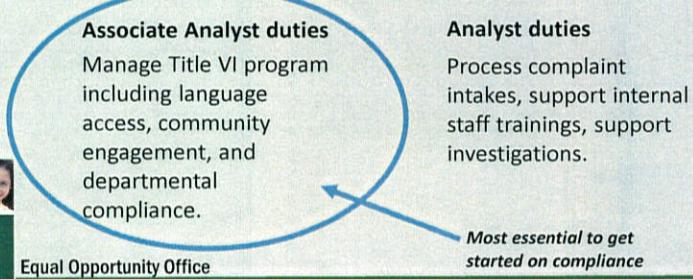
## Staffing considerations

- Title VI compliance will require ongoing support to departments and availability to the community.
- Currently our staff handles about 40 complaints/ year from our workforce of 5600. Title VI opens complaints to the entire County!
- Outside investigations cost up to \$25,000 a piece. Our proposed model would allow us to do most, if not all, of our investigations.
- Our County relies on federal funding. Title VI compliance helps protect that funding.



## Optimal Implementation

- Two new positions: one Analyst and one Associate Analyst



## Alternative Options

- EEO takes on Title VI and discontinues discretionary trainings.
- BOS approves the Title VI Implementation Plan without resources to effectuate the plan.
- BOS approves the Title VI Implementation Plan and directs another County department with revenue sources to coordinate countywide implementation.



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“Simple justice requires that public funds, to which all taxpayers of all races [colors, and national origins] contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial [color or national origin] discrimination.”



–President John F. Kennedy calling for Title VI to be part of the Civil Rights Act



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