

Title VI of the Civil Rights Act of 1964

Equal Opportunity Office
Presentation to the Budget Committee



Equal Opportunity Office

Title VI

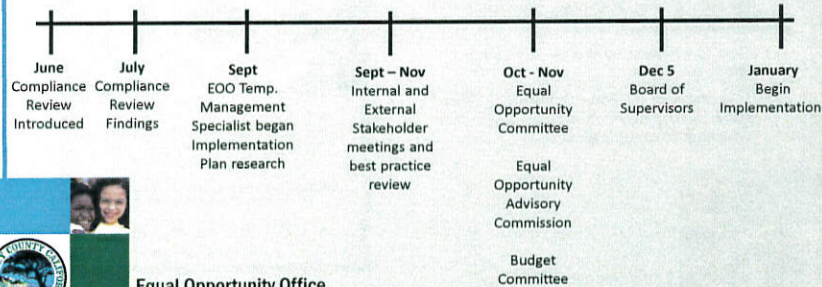
"No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

- 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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Timeline



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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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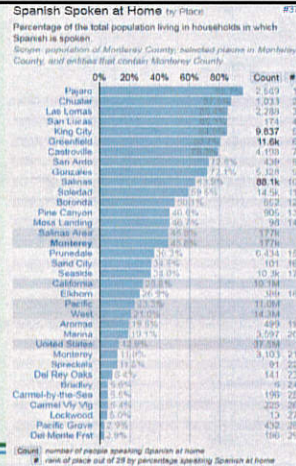
Limited English Proficiency

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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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%

← Mexican Indigenous Languages



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Monterey County Title VI Implementation Plan

Discrimination Complaint Process

Language Access Plan

Community Engagement Guide



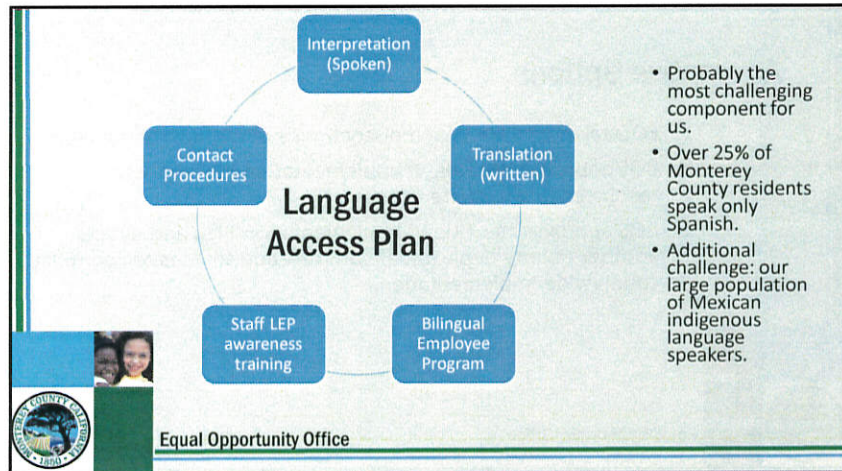
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Discrimination Complaint Process

- 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.



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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.*

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EEO Recommendation: EEO Coordinates Compliance

- Infrastructure
- Expertise
- Countywide reach
- Report to the BOS, continued demonstration of our commitment to the community

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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.

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Optimal Implementation

- Two new positions: one Analyst and one Associate Analyst

Associate Analyst duties

Manage Title VI program including language access, community engagement, and departmental compliance.

Analyst duties

Process complaint intakes, support internal staff trainings, support investigations.

Most essential to get started on compliance

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Alternative Options

1. EOO takes on Title VI and discontinues discretionary trainings.
2. BOS approves the Title VI Implementation Plan without resources to effectuate the plan.
3. 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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