

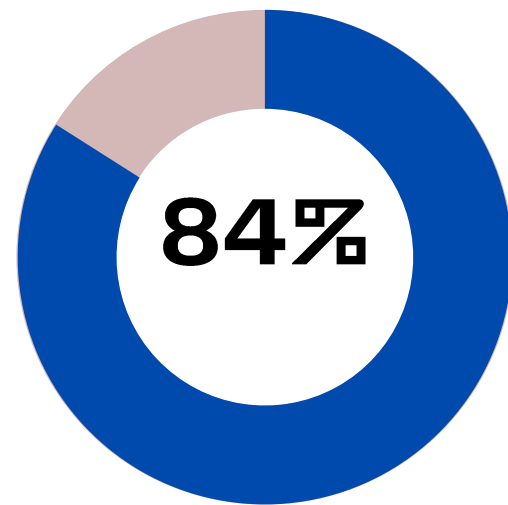
Civil Rights Office
County of Monterey

Training Report

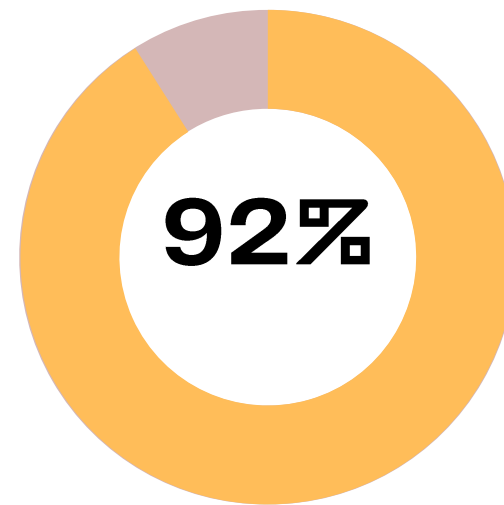
Fiscal Year 2020-2021



Harassment & Discrimination Prevention



*FY 19-20



*FY 20-21

Outcomes

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

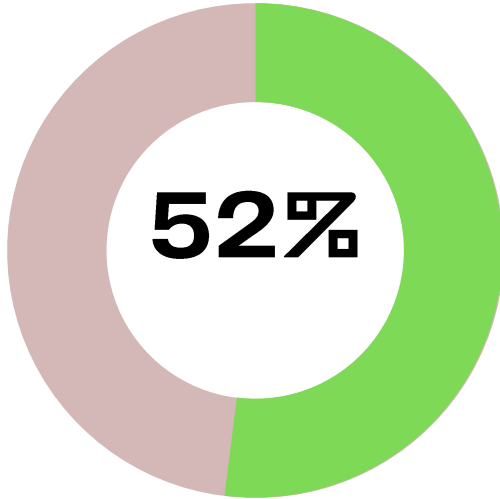
Next Steps

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

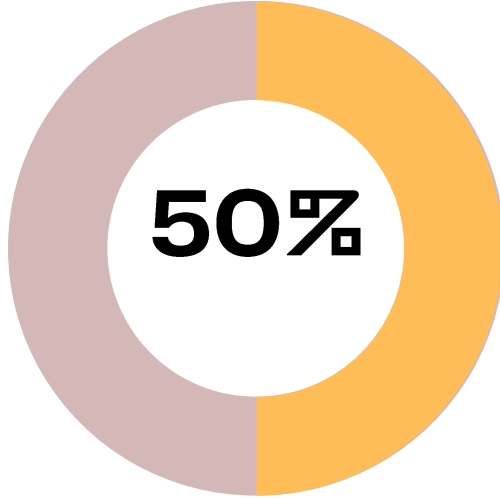
HDP	FY 19-20	FY 20-21
Supervisor/Managers	87%	92%
Non-Supervisors/Managers	84%	92%
Total Org Compliance	84%	92%



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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